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A fashion manifesto

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# At Home with Nightingale Hammerson

✧ QUARTERLY NEWS ✧



## WELCOME FROM OUR CO-CHAIRS

*Welcome to our first edition of our Quarterly Magazine, At Home with Nightingale Hammerson, packed full of stories about the incredible things that happen at Nightingale Hammerson, whether in one of our two amazing Residential Care Homes or out in the Community that we serve.*

We are delighted to be able to introduce this magazine as a way of sharing the remarkable work of our dedicated Staff Teams, and to share the stories of the people we care for.

In this edition we feature the positive impact our Bee project has on the lives of our Residents at Nightingale House and the children in the Apples and Honey, Nightingale Nursery. We are delighted to introduce Dr Ally Tomlins, our in-house Clinical Psychologist, who will discuss the importance of psychological support for those living in residential care. We look at the impact of having all clinical services close to our Residents and how our model could provide a basis for improved healthcare for all. Finally, we want to share how we have supported our Residents, Relatives and Staff Teams when events in the wider world impact our well-being.

We hope you enjoy reading about how and why our care improves the lives of those we support and the importance of sharing this with the wider community and the care sector.

Jo and Paul commenced their Co-chair positions on 1.2.23



With Best Wishes  
Jo and Paul



### Gabrielle Chanel. Fashion Manifesto

On a cold night in November, supporters of Nightingale Hammerson were treated to a private viewing of the ‘sold out’ Chanel exhibition at the Victoria and Albert Museum, South Kensington. The event provided a wonderful opportunity for

the professional Care Teams to showcase our work with our supporters and to thank them for their continued support. Several of our Residents were also in attendance and we thank the Team at the V&A for ensuring the event was accessible and enjoyed by all.



### Awards

We are proud to provide exceptional care and when this is recognised nationally, we are delighted. Recently our Registered Manager for Hammerson House, Hazel Joseph was awarded the runner up prize at the Care Leaders Awards.

We are thrilled to announce that the passion and dedication of Nightingale Hammerson’s Team is being recognised at this year’s Nursing Times Awards. We have been shortlisted as a Finalist in the ‘Nursing in Social Care Category,’

recognising our outstanding Holistic Care. Wishing everyone the best of luck for the finals later this year.

As we go to print with this edition, we are finalists for two awards at the National Care Awards. Nuno Lopes, Our Director of Research, Innovation and Community Engagement is a finalist in the Care Leadership Award and one of our incredible Volunteers, Mark Panto, is a finalist in the Care Champion Award. In the next edition we will let you know how we did!!



# Introducing Dr Ally Tomlins

*We are delighted to introduce Dr Ally Tomlins to our Therapy Team. In this article she tells us about her journey to Nightingale Hammerson.*

I qualified in 2009 as a Clinical Psychologist. After completing my doctorate at Surrey University, I began working on a joint venture with Hammersmith and Fulham Council and Imperial College. We set up the first memory assessment clinic in the UK. This model is now widely used in all NHS Trusts, and I feel hugely proud of making the diagnosis process quick, efficient, and available to all those worried about cognitive decline. Most memory assessment diagnostic clinics around the UK are based on this initial model.

I subsequently set up the Dementia Support Service offering support to older people with cognitive and communication decline, living in care homes in South London. Through this service I started working with the Wohl Wing when it first opened at Nightingale

House. In many ways I have come full circle. One of the reasons I wanted to return to Nightingale Hammerson is because I love the ethos of the organisation.

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*I am impressed with how invested the community is in providing an inclusive perspective for older people in our society.*

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I come from a culture where we respect and value older people. Ageing is a privilege to me; older people are part of our community and society and need to be treated with dignity and grace.

I specialise in older people and what mental health difficulties look like as we age. My aim is to ensure people living with a degenerative disease or post stroke can still

live fulfilling lives alongside their physical and mental ailments.

As well as my part-time post at Nightingale Hammerson, I am also the Deputy Course Director for the Psychology Apprenticeship Masters Programme at UCL and a lecturer on their Doctorate course. My expertise and research are based on the psychology of ageing and ageing well.

Due to my work at UCL, I am able to bring a research perspective and Clinical Psychology Trainees into the Homes. Nightingale Hammerson is the first care organisation of its kind to employ a Clinical Psychologist. My aim is to build a robust and evidence-based model of psychological care for older people living in a care setting. We hope to pave the way and highlight how good care can be delivered as we get older.



**nightingale  
hammerson**

# Let's grow together

Looking to make a lasting impact by marking a special celebration or to cherish the memory of someone dear?

Join us in our mission to create a greener future and sponsor a tree in our beautiful gardens. A donation of £500 or more will contribute to our gardening activities and promote sustainability.

Recognition of your gift will be available.



For more information, please contact us at  
[fundraising@nightingalehammerson.org](mailto:fundraising@nightingalehammerson.org)



# Jo Purvís, The Disco Queen



*Very soon she had 3-piece bands playing for “half a crown a night,” and drag queens performing. It was 1967 and this was a novelty.*



Jo left school at an early age and got a job with British Airways, as a receptionist in the Piccadilly branch. She met lots of interesting people and spent evenings in the West End, where she became involved in promoting club nights in different venues.

“Someone I knew was working in a Soho club, The Rehearsal, behind the Windmill Theatre,” she recounts as the names trip off her tongue with no hesitation, “but they didn’t have enough customers. I asked if I could have the room for the night and pull in the punters.”

With her entrepreneurial skills, Jo amassed potential customers from BA and Fortnum and Mason. Very soon she had 3-piece bands playing for “half a crown a night,” and drag queens performing. It was 1967 and this was a novelty. Hinge and Bracket started their routine at the Rehearsal, she says with pride.

One club led to another and one day, whilst working at Stallions, off the Charring Cross Road, the resident DJ failed to turn up. Jack the manager asked Jo to step in. “I didn’t know what to do, but Jack said, just press this and press that. And that’s how I became a DJ!”

It was unusual at the time to be a female DJ, but she was successful and built-up a following. She tells

When I step into Jo’s room in Nightingale House in South London, she isn’t happy to see me. “I’m not very sociable,” she says.

She is sitting in a chair but usually she is supported in bed. As she begins to relate her interesting and eclectic life, she chides herself whenever she forgets the name of a venue or a London Street. But the names flood back within seconds. She has a young-looking face, perfect skin and very few wrinkles so I assume she is in her early 80’s.

“I’m 101 in October,” she tells me. “I grew up in the East End and I was a free spirit which was unusual for the time. I didn’t get married; I didn’t have children. I wanted to be a doctor, but my stepfather said no.”

me it is a wonderful profession for older people as you are hidden on a stage, behind a box and nobody sees you. “When I did my discos with vinyl, I used to carry a case of vinyl in my eighties. I didn’t look my age, so nobody offered to help me. I continued until I came to Nightingale House. I was still DJ’ing at 99 in my local pub!”

When Jo moved to Nightingale House Care Home at the beginning of 2022, she took part in a music activity. She showed Jacqui one of the Engagement Leads, all the songs on her phone. “I have so many. They used to be on my laptop, but I transferred them all to my iPad and now I have them on my phone. I’m quite technical you see.”

Soon she began to run the “wheelchair discos” at Nightingale House. The Residents turn up, some in their wheelchairs, and tap their arms and legs in time with the music. When she organises a session, she can usually sense the type of music the other Residents will like. She enjoys watching their faces light up as she plays Fred and Ginger or Spike Jones or the Andrew Sisters. Then she moves onto Motown, Reggae, Kylie, and Madonna. Sometimes Country and Western.

“I used to play Kylie and Madonna at the wheelchair discos, and they would all be dancing in their wheelchairs. Then I’d suddenly stop and play the Blue Danube, and everyone would laugh.”

“Do you ever play classical music,” I ask. “G-d forbid,” is her reply.

Jo loved her job as music is her passion, and even now she enjoys testing her own knowledge about her fellow Residents and what music she thinks they will like.

It is through music she can tell the type of person they are.

“I can sort of smell the music someone is going to like. I do it with the carers, I think, hmmm she’s a bit of Reggae, so I put Reggae on when she comes in to close my curtains. Or this one is a Latin music lover, so on goes a bit of Latin.”

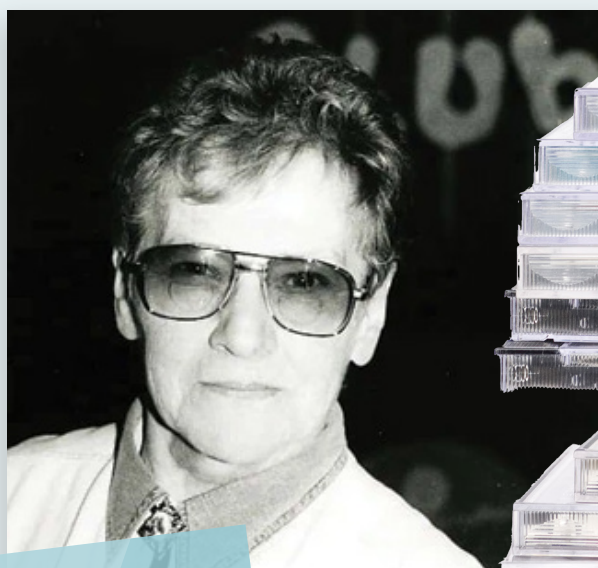
I ask her what she thinks I will like. She ‘hums and hahs’ and comes up with The Beatles.

Not bad, but I tell her my favourite is Leonard Cohen. She doesn’t recognise the name but promises to download his music and have a listen. She is nearly 101!

Before I leave, she tells me how much she loves running the wheelchair discos, as for five minutes, she feels like her old self. “It stops me moaning,” she says with a chuckle.

As I close the door, I feel revitalised by Jo’s knowledge, her sharp wit, technical prowess, and fascinating story.

**Written by  
Amanda Weinberg**





## Important Celebrations this Quarter

We are immensely proud to be caring for several Centenarians and have recently celebrated a number of incredibly special birthdays across the Homes. We are sending a special “Happy Birthday and Mazel Tov” to our Centenarians in Hammerson House; Mary who celebrated her 106th Birthday on 22nd October, Joe who was 104 in July, Winston who celebrated his 101st Birthday in July and Dr Stanley who celebrated his 100th Birthday in April this year. In Nightingale House we wish a special Happy Birthday and Mazel Tov to Tikva and Daphne

who turned 103 in November, Lady Germaine who was 102 in November, Jo who turned 102 in October, Renee who celebrated her 102nd Birthday in August, Irene who turned 100 in May and Victor who celebrated his 100th Birthday in June. We wish you all Mazel Tov and have enjoyed celebrating with you all.

As we go to print, we would like to wish Bobbie and Betty wonderful Birthday Celebrations in December. Bobbie will reach the incredible 102 years young, and Betty will celebrate turning 103 this month. Happy Birthday both!

## Wohl Refurbishment

We have commenced the refurbishment of The Wohl Wing. The design will mix the history of Nightingale House with the requirements of a modern functional Care Home, with Jewish culture at its heart. We are looking forward to delivering this exceptional project and extending the design and redevelopment across the Nightingale Site, creating an outstanding environment to match our Outstanding CQC rating in all areas of the Home.





## Stories for Life

We are working on an innovative project with a charity called 'Stories for Life.' Stories for Life provides the opportunity for our Residents to record their voice telling their story. Stories for Life founder and biographer, Barbara Altounyan tells us how it works. "The process is simple and accessible, and we aim to capture your story in as little as an hour. You tell us what memories you want to record for those you love. You might choose a favourite recipe, a bedtime story, or a special time in your life or, you might want to leave the highlights of your life story to date. The gift of your voice is a precious legacy to give your family and loved ones."

We have already supported several of our Residents to share their story with Stories for Life. We will work with the charity to record those who wish to tell their story, and to train our Staff in becoming biographers.



## How do we keep so many clothes clean and in the right place?

With more than 250 Residents across two Homes, our laundry teams are incredibly busy. It is a huge challenge to ensure that every item of clothing is well cared for, kept clean and returned to the right person in good time. We strive to do this well. Whilst inevitably things go missing, we are pleased to say that it is rare we need to search for items of clothing. If we do, we usually locate it somewhere quite promptly! Labelling is the key to ensuring the right clothes end up in the right wardrobe. If we label clothes when they arrive in the building, we are much better able to keep track of where they are. We do have a selection of unlabelled clothes which we would love to find the right home. We regularly make these available for Residents and Relatives to see if they recognise anything. We can then label and return them to the right room. As infection control regulations require that we wash soiled clothes at high temperatures, we advise that clothing which cannot be washed at a high temperature is avoided.



*At Nightingale Hammerson we believe we are delivering Integrated Care in partnership with the NHS and other health and care specialists to our wonderful Residents. The outcomes speak for themselves.*

## Integrated Care

*Better for Residents, yes.  
But can it work in practice?*

Integrated Care Systems (ICS), introduced in 2016, have been lauded as the solution to Social Care's move towards closer parity with the NHS. Bringing together all the elements of Health and Social Care locally, improves outcomes for the entire population, whilst enhancing productivity and value for money. There is no doubt that various partners within the Health and Social Care systems work hard at planning for integrated systems but, as yet they have not been successful in implementing them.

There have been Vanguard projects and pilots, with success in small areas of the Health and Social Care system; the Red Bag for hospital admission is the perfect example. However, post pandemic and following years of underfunding

and lack of investment, both the NHS and Social Care systems are in crisis and there isn't an urgent need to deliver better outcomes for people.

I believe that delivering true Integrated Care at point of care delivery is the solution and we have found a way to do this at Nightingale Hammerson. However, it is under threat. We have just recently had our funding removed from the NHS for our in-house Pharmacy Technician who was delivering incredible outcomes for our Residents. This was, I feel, a short-sighted decision taken by the NHS who, in this case, put budget before the outcomes for people. There was no assessment of what this service was delivering or could deliver to

the community before the funding was removed. I feel passionately that our local Integrated Care Board (ICB) should be looking at what Nightingale Hammerson's Care Model is delivering and use it as the example of how ICS can be implemented locally for the population in and around local care homes. Learning from what we are already delivering, supporting what we are striving to achieve and modelling future care pathways on their findings is essential.

At Nightingale Hammerson we believe we are delivering Integrated Care in partnership with the NHS and other health and care specialists to our wonderful Residents.

The outcomes speak for themselves. For example, we have just recently been applauded by the London Ambulance Service for delivering the lowest non-conveyance rate by at least 50% across local care homes, meaning we only need the support of acute care when it is really essential, saving significant sums to the NHS.

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*Our Integrated Care System is delivered because we are led by responding to the needs of our Residents.*

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We have not gone out intentionally to deliver integrated care. We listen to our Residents, and we deliver what they need to ensure a high quality of care and an amazing quality of life. This just happened to grow organically. As we reflected on what we have achieved and mapped to the expected outcomes of the ICS we believe we are delivering these for our Residents now.

So, what does our ICS deliver? No avoidable hospital admissions, our in-house GP service delivers medical care at time of need in the comfort of the Home. Medications are delivered and monitored as required by our in-house Pharmacy

Technician. Mental health and well-being are supported by our in-house Psychologist, Physio and Occupational Therapists, where exercise and treatments are delivered as required in the in-house gym or in Residents' rooms. Appointments are available as required, with no waitlist. Enjoyment from the in-house Engagement team and special relationships built with the 40 babies and young children from our in-house Nursery provide exceptional social interaction and joyful activity every day. All of this has delivered a quality of life and care for our Residents, which has been recognised externally. We have recently been rated Outstanding for the second time by CQC.

We believe our model is an exemplar of local Resident led care that, if expanded could improve the quality of life for the thousands of older people living in care homes, minimise avoidable hospital admissions and support the acute health care sector to deliver. We just need a seat at the table of the Integrated Care Boards (ICB's) as social care providers to explain to the 'experts' how this model of exceptional care can be delivered with a little additional effort, thought and a 'Resident first' focus. They might even be surprised to learn how exceptional care can and will save the NHS significant resources. We would welcome a visit from our Local ICB's to demonstrate what we do and how we do it. To date, as always Social Care improvement is low on the list of priorities.



# VIP's visit Nightingale Hammerson

*Dr Rosena Allin-Khan MP,  
Labour MP for Wandsworth*

Nightingale House was delighted to welcome Dr Rosena Allin-Khan MP, Labour MP for Wandsworth over the Summer. We have had the pleasure of Rosena's visits many times at Nightingale House, and we know she is a great supporter of our work.



This time, she was here to promote Care Home Open Week and to encourage communities to become involved with their local care homes – just as we do at Nightingale House and Hammerson House. Our Open Garden events opened our doors to the local community, and it was wonderful to see 100's of visitors at Nightingale House; many were close neighbours who had not visited Nightingale House before.

As one visitor put it, "So beautiful, it's like having Regent's Park in our back garden." Our thanks to Rosena and her team for taking the time to meet and speak with our Residents in depth and our thanks for the continued support of our work.

*Miriam Margolyes, actor,  
comedian and writer*

We were delighted to welcome actor, comedian and writer, Miriam Margolyes to Nightingale House recently.

Miriam was visiting a friend but spent a few hours enjoying our café and chatting to Residents and Staff Members.

She certainly brought some joy and laughter into the Home. As a local resident, we are delighted that she has agreed to visit regularly.



## *Mike Freer MP, Conservative MP for Finchley, and Golders Green*

Hammerson House was delighted to welcome Mike Freer MP, Conservative MP for Finchley, and Golders Green.

Mike wanted to hold a surgery for our Residents and Staff members in the Home, which was incredibly well attended.



Mike was asked questions about his role as parliamentary Under-Secretary of State for Courts and Legal Services and his prior role in exports. He was challenged by our Residents on the post-Brexit trade arrangements and funding for social care.

On a practical point Mike agreed to support our campaign for ensuring The Bishops Avenue is a safer road for our Residents, Relatives and Staff to walk, drive and cycle. This has led to some minor improvements to the pavements, but we continue to lobby our representatives for further fixes.



# Buzzingly Brilliant!



*One of our incredibly successful funded programmes has been our Beekeeping Project at Nightingale House.*

This is co-ordinated by our Engagement Team and our Gardener, Phil, who is also our Beekeeper. This is proving to be a wonderful project, involving both our Residents and the nursery children from Apples and Honey Nightingale. We currently have three beehives housing thousands of bees who regularly produce delicious, fresh, organic honey.

Our Residents and nursery children have been involved in decorating the beehives which was a great 'arts & crafts' lesson. The nursery children also learnt some bee songs and performed in a musical play for our Residents. Everyone is engaged with talks about bees and learning more about their work and function within the environment. One of the most exciting parts of the project was when we all took part in the honey extraction. We hired a specific extractor to press the honey from the honeycomb. Phil led the extraction with Residents and the nursery children. There was an opportunity at the recent Open Garden event for Relatives and visitors to extract the honey too.

We are also able to use the beeswax to hold candle making workshops and are planning on using the candles during our Chanukah celebrations. Much has been learnt by all during this very heart-warming project. It's given many opportunities for the children and Residents to come together but also for many of us to learn about this fascinating subject.

We sell our incredible batches of honey to our Nightingale House Families, Residents and Staff. We're currently sold out, but we will return with more jars from next year's honey crop.

Phil has worked really hard to bring our bee project to life and has enabled many of our Residents to take up a new interest – not forgetting the children and their learning. Not only has it brought many of us together, but it has also affected life around Nightingale House in more ways than the mere presence of our beehives. Phil has developed a wildflower meadow alongside the Sampson Household and an orchard near the Sampson Conservatory. This will really help our bees flourish, but it is also a lovely new addition to the beautiful Nightingale House gardens.



# Relationship-Centred Care

## *What does this mean and how does it work?*

At Nightingale Hammerson we have taken the concept of Person-Centred Care to the next level. We tailor our care to the individual needs of each person, considering the importance of meaningful relationships that contribute to the holistic well-being of the Resident.

Relationship-Centred Care highlights the importance of not only meeting the needs of the Resident but also addressing needs of Relatives and Care Teams. We recognise that quality care only happens when there are strong relationships between everyone involved in the care process of our Residents, including Relatives and our Teams of Care Professionals.

Thessa Verwolf is our Relationship-Centred Care Co-ordinator who leads on this work in our Homes. Here is Thessa talking about the work she does to support this principle in practice.

“My first assignment in my role as the Relationship-Centred Care Co-ordinator was the Jewish Deaf Association project, essential for those Residents with hearing loss. I work across both sites, working closely with Household Managers and the Relationship-Centred Care Champions who have taken the course to become more aware of Residents with hearing loss, and to help them with the difficulties they encounter. It’s an excellent project and I am very proud of its success.

It is critical that time is dedicated to Relationship-Centred Care. The Namaste workshops I have introduced are fundamental to

the well-being of our Residents and make a significant difference to those with dementia and at end-of-life. I introduced workshops with Relatives to teach hand massage, how to set up the room with diffusers and music and how to make someone feel more relaxed and comfortable. I did a session with Rita and her daughter. Rita had been clenching her hands really tightly. I taught her daughter how to massage her hands and stroke her arm with a warm cloth. We played some calming music. It was amazing; Rita began to unclench her fists. This happens often. Whenever you soak a Resident’s hand in warm water, you see them begin to relax.

As part of RCC we offer a variety of personal development and educational opportunities. The Staff support sessions with the Drama Therapist and help the Care Teams express their emotions and reduce tension. I’m hoping to get some more sessions approved as part of the Staff well-being proposal, which will include Team activities, so that Staff can spend time together and have some fun. If you are having a tough day, there needs to be a space where Staff can go to take a few moments of deep breathing and really decompress before returning to the Households.

I have built good relationships with other organisations such as Jewish Care, Chai Cancer Care and Mind. They offer us support and I can now refer Residents to Chai for counselling and Mind helps us with bereavement counselling.”



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# Supporting Our Residents

*through challenging times*

At the time of writing, we had just experienced two exceedingly difficult weeks following the horrific massacre of Jewish civilians by Hamas terrorists in Southern Israel and subsequent conflict across Israel and Gaza. We remain shocked and saddened by the loss of life and being a charity that cares for the older Jewish community there was for many, a direct impact to their families, friends, and relations both in Israel and the wider Middle East. We have Staff Members with family in Israel who were deeply concerned about their safety and well-being. It is certainly a very difficult time for us all. As a caring organisation the most important focus for us was to ensure the safety and security of our Residents, Staff, and visitors to the Homes but also to fully support our Residents' well-being and to ensure they have the time and

space to express how they feel in whichever way they can.

We remained fully focussed on ensuring our Residents have the best quality of life possible in the Homes. Whilst the mood definitely shifted appropriately, it was and is still our purpose and crucially important to ensure there are ongoing activities and engagement, that our Residents enjoy and find pleasure in during a particularly tough time.

We continued to operate a normal Engagement Programme but also provided space and opportunity to reflect on what was currently happening in Israel.

We organised services specifically to acknowledge the loss of life and to pray for peace. These events were widely attended and have helped our Residents to talk about

how they feel, support each other and to bring our whole home community together whilst we are all feeling saddened.

It is at times like these when the values that underpin the culture of our organisation are relied upon to drive everything we do. We spent time supporting our Staff to understand how we see the values being delivered day to day. This was a helpful reminder of how we, as a community across the Homes see our relationships with each other. The community we have created support us all, at the worst of times and the best of times.

We sent the following messages to our Staff Teams to support them, to know they are cared for, and to ensure they can then care for the Residents during these particularly challenging times.





**1. Compassion:** We are here to support one another with open hearts, recognising the significance of the emotions and concerns that these events may bring. Let's show kindness and understanding to our colleagues, Residents, and their Families.

**2. Respect:** Respecting one another's perspectives and experiences is fundamental to our unity. Let's foster an environment where respect for our differences is the cornerstone of our community.

**3. Excellence:** In our dedication to provide the best possible environment for our Residents, we can excel in creating a supportive atmosphere. Let's strive for excellence in our commitment to being a source of strength for each other.

**4. Dignity:** All individuals, regardless of their backgrounds or affiliations, deserve to be treated with dignity and respect. Let's uphold the dignity of our diverse community, ensuring that each voice is heard and valued.

**5. Integrity:** Trust and honesty are paramount. We encourage open and respectful dialogue within our community. In times of uncertainty, our integrity remains our guiding light.

**6. Teamwork:** Together, we are stronger. Let's come together as a united team, supporting each other with empathy, understanding, and shared values, no matter where we come from.

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*We found that having a values-based culture meant that we were better able to adapt to the changing external environment, respecting that it was a challenging time for all but knowing that by living our values, our whole community would feel supported with compassion and care.*

*We continue to ensure that all our thoughts and prayers are with everyone in Israel and those affected. We pray for their safety and for peace.*

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## Staff Sharing Events

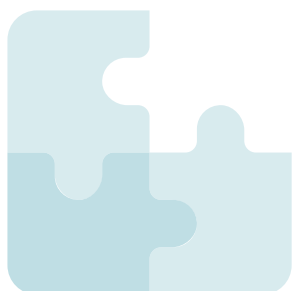
Following an incredible event led by our Muslim staff members earlier in the year when for the first time in many years Passover, Ramadan and Easter were all observed over the same weekend, we are now holding cultural celebration events, led by our Staff Teams to share the cultures, customs and practices from where they call home. In April we had a wonderful event where we broke the fast of Ramadan and held an Iftar in Nightingale House. Our Residents, Staff Teams, Volunteers and Relatives enjoyed sharing a typical Iftar meal and the conversations were focussed on the similarities between our different faiths, cultures, and pastimes. It was certainly an educational evening filled with enjoyment and discovery. More recently our wonderful Somalian Staff teams brought the Households together to celebrate their Somalian culture. We shared some Somalian food and learnt that the traditional food of Somalia is pasta!! Our Residents, Relatives, and our local Police officers (who just happened to pop in), shared an evening of dancing, singing, and enjoying each other's company whilst learning about the diverse cultures within our Staff Teams. We are enormously proud to have Residents and Staff from all over the world. Learning all about our diverse backgrounds, faiths and cultures supports Relationship-Centred Care.



# Puzzle corner

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E	A	E	Y	H	L	Y	C	P	A	E	S	E	G
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X	T	I	E	T	U	Y	R	D	N	U	A	L	C
E	G	C	O	T	S	E	U	L	A	V	E	S	E
H	S	K	R	O	W	M	A	E	T	S	A	K	P
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HONEY  
 ENGAGEMENT  
 CENTENARIANS  
 TOGETHER  
 COMPASSION  
 LAUNDRY  
 CARE  
 SUPPORT  
 VALUES  
 PSYCHOLOGY  
 THERAPY  
 LEGACY  
 DISCO  
 INTEGRITY  
 TEAMWORK  
 CHANEL  
 EXCELLENCE  
 BEES  
 DIGNITY  
 RESPECT



## Meet Our Senior Leadership Team



**Jenny Pattinson**  
Chief Executive



**Chipema Chitambala**  
Director of Care



**Nuno Lopes**  
Director of Research, Innovation  
and Community Engagement



**Ed Davidson**  
Director of Operations



**Chelsea Bassom**  
Director of Finance



**Roy Chow**  
Head of HR

## Meet Our Care Leadership Team



**Hazel Joseph**  
Deputy Director of Care  
and Registered Manager,  
Hammerson House



**Clemence Muchingaguyo**  
Head of Nursing and Registered  
Manager, Nightingale House



**Roshni Shah**  
Practice Development Lead



**Aaron Edwards**  
Care Quality Improvement Lead



**Rosalind Grey**  
Head of Therapy



**Alastair Paviour-Addison**  
Head of Engagement and  
Spiritual Care



# nightingale hammerson

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