



# *'Diversifying Chaplaincy with Non-Religious Pastoral Care'*

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# Key questions

1. Why non-religious pastoral care?
2. What are the benefits of a diverse chaplaincy team?
3. What have been the developments in non-religious pastoral care?
4. What are the plans for the future?



# Why non-religious pastoral care?

- ▶ BHA members have been asking about provision in healthcare for over fifteen years
- ▶ Increasing number of requests prompted a scoping exercise to be carried out by two retired civil servants.
- ▶ Two key questions:
  1. Is there a need for non-religious pastoral care?
  2. Is the BHA the right organisation to implement the programme?
- ▶ Final report provided a number of key recommendations on how to proceed

# Aims and Objectives

- **We Aim** to achieve equality of access for non-religious people to pastoral and spiritual care from likeminded individuals in different institutional settings.
  
- **Our objectives** are:
  - a) To encourage, support and grow the network of accredited non-religious pastoral support volunteers
  - b) To engage with relevant bodies to ensure the equal provision of pastoral and spiritual care for the non-religious in UK institutions
  - c) Increase awareness of the need for the equal provision of non-religious pastoral care by likeminded individuals nationally

# Areas of Inequality to Address

- Non-religious people should have the same access to pastoral support as religious people
- Non-religious people should have the same opportunities to provide it.
- Pastoral and spiritual needs are not limited to religious people



# Benefits for patients and service users

- In caring for the whole person there are benefits in meeting pastoral, spiritual and religious need, alleviating distress and supporting towards well-being.
- Ensuring the pastoral, spiritual and religious care team is as representative as possible will help provide the right care-giver as quickly as possible.

Further,

- ✓ Focus on patient and service user choice
- ✓ Patients will feel treated with dignity and respect
- ✓ Individual needs and beliefs taken seriously and met in a fair and equitable manner
- ✓ Patients are listened to, heard and supported
- ✓ Enhancement of well-being



# Benefits for staff

- Growing evidence that supported staff provide better patient care.
- Providing staff with choice around their support

A fair and diverse pastoral, spiritual and religious care team will:

- ✓ Help clinical staff support their patients' needs effectively
- ✓ Staff members' pastoral, spiritual and religious needs met and supported.
- ✓ Staff members feel valued in an inclusive and open culture of care.
- ✓ Equality, diversity and inclusion  
celebrated and promoted



# Benefits for communities

- ▶ A fair and culturally competent pastoral, spiritual and religious care team will provide communities with the assurance that:
  - ✓ They can access professional and appropriate services
  - ✓ Their needs have been listened to and are provided for in a meaningful manner
  - ✓ They are a quality service provider, engaged with local community groups
  - ✓ Enhance the positive reputation of the organisation.

# How has non-religious pastoral care developed?

- 2 years of research for the development of a training course and endorsement procedures

Day 1		Day 2	
10:00	Introduction	09:00	Review of Day 1
10:35	What does the non-religious worldview bring to Pastoral Support	09:40	Working in healthcare
11:25	Coffee/tea	11:00	Coffee/tea
11:40	What skills are needed? Part 1	11:15	Ethical issues in Pastoral Support
12:50	Lunch		
13:35	What skills are needed (part 2)	12:20	Lunch
15:05	Coffee/tea	13:05	Practice sessions
15:20	Working in prisons	14:35	Coffee/tea
16:50	Bio break	14:50	Practice sessions debrief
17:00	Case study practice	15:10	Working with the Network, getting started, next steps
18:20	Finish	16:10	Finish



# What happens after accreditation?

- Network Handbook
- Coaching and Supervision
- Access to Forum, Facebook groups, and Resource Hub
- CPD
- Newsletter
- Weekly updates and vacancy information
- Engagement events
- Ongoing support
- Annual survey



# What does the network look like now?

- ▶ Has grown from zero to nearly 200 in three years
  - ▶ Plans to grow to nearly 350 by 2020
  - ▶ 70 healthcare institutions with a non-religious pastoral carer (including 25% of acute NHS Trusts)
  - ▶ 30 providing care in prisons (or awaiting clearance)
  - ▶ Other areas include HE, Care Homes, Defence
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# Key Strategic Developments

- ▶ Membership of the Network for Pastoral, Spiritual and Religious Care in Health
- ▶ Creation of the Non-Religious Pastoral Support Network ([nrpsn.org.uk](http://nrpsn.org.uk))
- ▶ NHS England Projects (E&D and Endorsement)
- ▶ Validation of Humanist Pastoral Care MA
- ▶ Paid posts



# What's Next for the NRPSN?

- Development of additional services and training programme
  - Regionalisation
  - Developing an evidence base
  - Seeking increased opportunities for joint working with faith providers
  - Ongoing professionalisation of network
  - Movement into new areas (e.g Defence)
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# Questions?

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