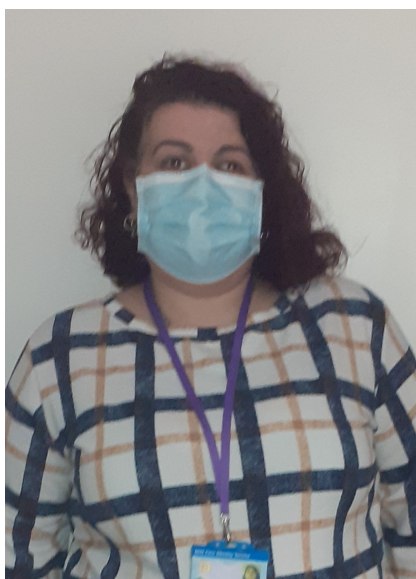


HIGHER DEVELOPMENT AWARD



We spoke with Fatma Ferridge who is a Repatriation and Data quality Officer for Stroke at the Royal London Hospital, Barts Health NHS Trust. Fatma has recently completed the three levels of the Higher Development Award (HDA) , we spoke to her about her experiences.

The Level Three Higher Development Award provides sufficient credits to access further training eg a Nursing Associate, Registered Nurse or one of the Allied Health Professions qualifications or apprenticeships. For administrators, there may be additional non-clinical workplace opportunities.

The HDA enables people to gain the confidence, academic credits and functional skills they need to progress in their careers.

HDA LEVEL
ONE

HDA LEVEL
TWO

HDA LEVEL
THREE

The Higher Development Award (HDA) was developed in 2016. It is a personal development programme for Support Workers that enables Clinical and Non-Clinical Support Workers from all sectors to “Be the best and acknowledge potential”. There are various modules included dependent on the particular programme, with functional skills and coaching being a core part of the course. There are three levels, the different levels provide an opportunity for each learner to join at the level which meets their needs in terms of current knowledge, qualification and need for functional skills. This programme enables individuals to increase their skills to be in a position to access Apprenticeships and Higher Apprenticeships.

You can read further information about the HDA [here](#).

Tell us a bit about your background

I come from a background of small business owners and my destined path was to take over from my father and acquire my own business, following in my ancestors footsteps and life path.

My career started sooner than planned, when my father fell gravely ill, and I had to take over the running of his businesses at 15 years old.

I left school and became the main bread winner for my family,

When did you realise you wanted to join the NHS?

I knew I wanted to help people but not in this role. It took 10 years for me to realise I wanted to work in the NHS, I acquired a position as a call taker and dispatcher for the London Ambulance service. I wanted to climb the career ladder and be a manager so that I could support my staff in helping others.

Due to not having the confidence or the grades to be able to walk my desired path the support was not offered to me. I thought of myself the way I thought others saw me, not good enough! I was not aware of how strong and courageous I was. It took years for me to realise it, 17 years in fact.

I overthought situations and talked myself out of so many good opportunities that would have pushed me forward to greatness.

"I was not aware of how strong and courageous I was"

When did you join Barts Health NHS Trust?

I finally left the job that I felt trapped in and started my career as a Rehabilitation Support Worker for Stroke at the Royal London Hospital. This is where I answered an email for the Higher Development Award and applied for a place. I did not over think it, I just did it! It felt right!

How have you benefitted from completing the Higher Development Award?

I planned on being a Nursing Associate and then a Registered Nurse, my speciality being stroke. When a serious back injury in 2021 affected my mobility the dream of nursing died but my spirit for learning did not. That is what the Higher Development Award did for me. It was the spark that ignited the fire of learning within me. I have completed all 3 levels that are fully funded and learnt who I am, how to support my staff and colleagues and what processes to use when supporting others. I would love for there to be more levels that I could receive qualifications for.

"If you are an older person who left school without any or little qualifications just like me then please enrol in this course, it will give you a solid foundation that you can build on."