



ANNUAL REPORT 2015



Scholars Sithembile Chinaire, Sam Foster and Natalie Yates-Bolton, Lamp Carrier and Escort at the 2015 Florence Nightingale Commemoration Service



Leadership Scholars Owen Barr, Aisha Holloway, Heather McClelland, Mitra Bakhtiari and Paul Labourne at our first Alumni Association Conference on the 27th October 2015 in Edinburgh

STATEMENT OF PURPOSE

The Florence Nightingale Foundation:

- is a living memorial to Florence Nightingale by advancing the study of nursing and by promoting excellence in nursing, midwifery and health visiting practice;
- raises funds to provide scholarships for nurses, midwives and health visitors to study in the United Kingdom and abroad so that they may promote innovation in practice and extend knowledge and skills to meet changing needs; and
- promotes the special contribution of nurses and midwives to society and to the health of people and to encourage international understanding and learning for the benefit of patients.

THE FLORENCE NIGHTINGALE FOUNDATION

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The Hon Lady Ogilvy KG GCVO

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CHAIRMAN'S FOREWORD

As you can read in the Chief Executive's report your Foundation has consolidated and grown in all its areas of activity. Our aim as always is to contribute to patient care wherever it is administered by providing nurses and midwives with the training and recognition they need to make an impact in the increasingly complex and demanding sphere of health care. We are committed to ensuring that the leading members of the professions are equipped with the managerial, political and behavioural science skills necessary for success. In parallel we also endeavour to raise the profile of the nursing profession and to improving public awareness of the package of training and skills modern nursing requires. None of this would work if it were not for the commitment and motivation of a truly impressive collection of women and men who richly deserve support and encouragement.



We are making progress but it is not an easy task and there is a growing list of supporters without whom it would not be possible.

We say goodbye and thank you to the Girdlers' Company who have been stalwart supporters for many years, not least in providing their splendid Hall for our biennial Presentation of Certificates ceremony. New sponsors include the Association of Respiratory Nurses and Dr James P. Smith whilst The Menat Trust have transferred the balance of their funds to the Foundation.

Other developments of note include, in no particular order:

- The Garfield Weston Foundation who have extended their sponsorship for two years;
- The Burdett Trust for Nursing, long term supporters who have agreed to a three year sponsorship for Emerging Leaders;
- Bupa who have extended their sponsorship and will also sponsor the Florence Nightingale Commemoration Service Reception for 2016;
- Jeff Thompson who has kindly agreed to increase the Stephanie Thompson Memorial Trust Scholarship;
- The Chief Nursing Officer for England will sponsor a two year Black and Minority Ethnic General Leadership Programme;

- The Teenage Cancer Trust which will sponsor a three year Emerging Leaders Programme; and
- A bequest from the late Marian Reed to allow a special award to be given.

Changes to the Board of Trustees during the year comprised the departure of Group Captain Michael Priestley who was succeeded by Captain Alison Hofman (RN) as the Defence Representative. Professor Jean White stepped down as the Chief Nursing Officer representative to be replaced in 2016 by Professor Fiona McQueen, Chief Nursing Officer, Scottish Government. Professor Helen McCutcheon and Ms Sara Ballard-Smith also completed their terms of office. We welcome the newcomers and offer our thanks and best wishes to those who have moved on.

The service in Westminster Abbey was wonderful as always with fine singing from representatives of all four Welsh universities: Bangor, Cardiff, Swansea and the University of South Wales whose students also took part in the procession. The lamp was carried by Sam Foster (Leadership Scholar) supported by Sithembile Chinaire and Natalie Yates-Bolton (both Travel Scholars) whilst the Roll of Honour was carried by Sergeant Alexandra Middleton of Princess Mary's RAF Nursing Service.

An erudite address was delivered by Professor Michael Wheeler MA PhD, Chairman of Gladstone's Library, Hawarden and Visiting Professor, University of Southampton.

As always a memorable occasion was made perfect by the thought and hard work provided by the Dean of Westminster and his staff. His enthusiasm and the unfailing support of our Royal Patron, HRH Princess Alexandra, underpin all of our efforts and we are very much in their debt.

With the help of all of our supporters we look forward to further progress in 2016.



Bryan Sanderson CBE
Chairman

CHIEF EXECUTIVE'S REPORT



As I write this I have a sense of *déjà vu* as, once again, it has been a remarkable year. We have supported more scholars than ever before, our Conference was attended by more delegates, a record number of students attended the annual Students' Day and more sponsorship marked an increase in the growth of the Foundation.

The Nursing Times partnered us in our 5th Florence Nightingale Foundation Annual Conference on 12th and 13th March 2015. Over 450 delegates attended and the feedback was again very positive. The Gala Charity Dinner was also well attended and a raffle, organised by Foundation staff, made a welcome and much appreciated contribution to our funds.

We had 62 students at our annual Students' Day in May, kindly sponsored by The Girdlers' Company, with input from the Florence Nightingale Museum and NHS colleagues. The day continues to be very popular and the students later joined their colleagues from all four Welsh Universities – Bangor, Cardiff, Swansea and the University of South Wales – who featured in and sponsored our annual Florence Nightingale Commemoration Service.

The Florence Nightingale Foundation Alumni Association has gone from strength to strength with a 50% increase in membership. The Association acts as a formal network for previous scholars and helps to support and promote nurses and midwives. We had our first Roadshow Conference for Alumni in Edinburgh on 27th October 2015. The feedback was wholly positive and we will now proceed to hold these in other parts of the UK.

The Florence Nightingale Foundation Sub-Committees in Wales and Northern Ireland have met throughout the year and the new Chief Nursing Officer for Scotland and the Alumni there will be establishing the Scottish Committee in 2016.

Scholarships:

A total of 45 applications for 2015-16 Research Scholarships were received, of which 32 were shortlisted and went forward to interview in early July. A total of 25 scholarships were awarded, one of whom subsequently withdrew.

There were a total of 30 applications for 2015-16 Travel Scholarships received, of which 22 were invited to interview, two of whom subsequently withdrew. A total of 18 scholarships were awarded.

We had an historic response to our 2015-16 leadership programmes with 77 applications. We shortlisted 56 for interview and awarded a total of 41 scholarships. Of these, 11 were for the new Emerging Leaders programme.

We would like to thank our wonderful and generous sponsors – who have enabled us to offer more much needed scholarships than ever before.

2015 saw a focus on promoting our scholarships to the black and minority ethnic (BME) health community, in particular Leadership Scholarships with support from the Chief Nurse for England. We were delighted to have our first ever Leadership Scholarship applications for this group and in total awarded 17% of our Leadership Scholarships to colleagues from the BME community. We are delighted to be able to make a contribution to developing leaders to reflect the diversity and ethnicity of our population.

Chairs:

During 2015 we appointed and said goodbye to the following Florence Nightingale Foundation Chairs in Nursing/Midwifery Clinical Practice Research:

Angela Tod, The University of Manchester and Central Manchester University Hospitals NHS Foundation Trust. Angela left to return to Sheffield. We were sorry to see her go but her post will be readvertised.

Vivien Coates, University of Ulster and Western Health and Social Care Trust. We appointed in Ulster just before Christmas and Viv will join us on 1st March 2016. Viv joins our other Chairs as a key part of the Foundation's strategy going forward to develop capacity and capability in

nursing and midwifery clinical practice research. We now have a total of 9 active posts and have two more to interview in 2016. Our intention is to expand the group to 12.

We are already seeing much benefit with their involvement in our Annual Conference, collaborative articles in journals and lectures alongside their clinical research and capacity building within their practice organisations. They have also made significant contributions to the Shape of Caring review call for evidence and to the new Chief Nursing Officer for England Nursing and Midwifery Strategy.

Over the course of the year we have also been invited to many events to present and exhibit, for which we are grateful to the organisers. I have also been invited to judge a number of nursing practice awards. I have spent a lot of time representing the Foundation and speaking of our work and the inspiration of Florence Nightingale across the UK. This has included a number of visits to Northern and Southern Ireland, Wales and Scotland. Much of this has been reflected in increased applications. I have been helped with this by our wonderful “Team Flo” and ably supported by our new and very welcome part-time Deputy CEO, Abigail Masterson, appointed in October 2015.

Finally, my report would not be complete without a huge thank you to our Royal Patron, Patron, President, Vice Presidents, Chairman, Vice Chairmen, Trustees and the Foundation’s office staff who continue to offer great support and guidance.

A handwritten signature in cursive script that reads "Elizabeth Robb". The signature is written in black ink and is positioned above the printed name and title.

Elizabeth Robb OBE
Chief Executive

THE FLORENCE NIGHTINGALE FOUNDATION RESEARCH SCHOLARSHIPS 2015-2016

THE ATKINSON MORLEY / AMANDUS CLUB NEUROSCIENCE RESEARCH SCHOLARSHIP

Ruth Mantle – Alzheimer Scotland Dementia Nurse Consultant, NHS Highland. MSc dissertation module.

Study: 'Does the use of the "Getting to Know Me" document inform the delivery of person-centred nursing care for people with dementia admitted to a general hospital setting.'

THE BAND TRUST RESEARCH SCHOLARSHIP

Francesca Josephs – Adolescent Rheumatology Research Nurse, University College London Hospital. MSc Degree in Nursing.

Study: 'An exploration of fat mass, fat percentage and BMI in teenagers attending a rheumatology adolescent service.'

Alexandra Jones – Senior Respiratory Physiologist, The Harley Street Clinic, London. MSc Degree in Adult Nursing.

Study: Foundations in Research Methods and Data Analysis followed by Dissertation module in Respiratory Nursing

Sarah Hamilton – Community Psychiatric Nurse, Dudley and Walsall Mental Health Partnership NHS Trust. MSc Degree in Advanced Nursing Practice.

Study: 'The mother's experience of the diagnostic process of Autistic Spectrum Disorder within a local Child and Adolescent Mental Health setting.'

Kathleen Ellis – Lead Nurse/Advanced Nurse Practitioner, Whitstable Medical Practice. 3rd year of PhD.

Study: 'A study of factors explaining blood glucose control in patients with insulin treated type 2 diabetes.'

Kate Lippiett – Respiratory Nurse Specialist, University Hospitals Southampton NHS Foundation Trust.

Study: Two MSc-level research modules which focus on Applied Quantitative and Qualitative Research Methods.

Natasha Duke – Triage/Minor Illness Nurse Advanced Nurse Practitioner, Park & St Francis Surgery, Eastleigh, Hants. 3rd year of PhD.

Study: 'How does the spirituality of a group of British people with type 2 diabetes impact their coping and self-management of their condition?'

Lowri Hansford – PhD Student and Midwife with NHS Bank, School of Healthcare Sciences at Cardiff University. 3rd year of PhD.

Study: 'Exploring the postnatal experiences of mothers whose babies are admitted to Neonatal Unit following caesarean section.'

Dawne Garrett – Professional Lead for Older People and Dementia Care, Royal College of Nursing. Final year of PhD.

Study: 'What are the experiences of sexual intimacy in people between 75-85 years of age in the UK in the context of partnership relationships?'

THE BUPA RESEARCH SCHOLARSHIP

Sandra Mononga – Registered General Nurse, employed by Gotec Nursing but on a long term placement in Bupa's Broad Oak Manor Nursing Home in Dartford, Kent since 2013. Final year of MSc.

Study: Dissertation on 'Falls prevention in care homes'.

Mary Evumena Chukusa – Staff Nurse, Bupa's Ryland View Nursing Home, Tipton, West Midlands. Part of a BSc Top-Up Degree in Nursing

Study: 'Diabetic Pathway Programme.'

THE CHARLIE WALLER MEMORIAL TRUST RESEARCH SCHOLARSHIP

Leah Thomas – Staff Nurse, Northumberland, Tyne and Wear NHS Foundation Trust. MSc Degree in Practice Development.

Study: 'Do paediatric nurses have adequate mental health training in order to deal effectively with the mental health related issues they are presented with at work.'

THE LONDON NETWORK FOR NURSES AND MIDWIVES RESEARCH SCHOLARSHIP

Claire Homeyard - Consultant Midwife, Barking, Havering & Redbridge University Hospitals NHS Trust. 5th year of PhD.

Study: 'To what extent are midwives adapting antenatal information to meet the needs of pregnant women with intellectual disabilities.'

Fiona McGregor – Specialist Reproductive Sexual Health Nurse, Central North West London NHS Foundation Trust. 2nd year of PhD.

Study: 'How can sexual health and contraception use be improved for young people resident in Local Authority Hostels?'

Katharine Curren – Health Visitor (Specialist Community Public Health Nurse), London North West Hospital NHS Trust. MSc research module.

Study: 'Exploring the impact on the role of the Health Visitor of integration to Early Years Teams.'

Clarence Gwashavanhu – Senior Liaison Psychiatry Nurse Specialist, West London Mental Health NHS Trust. 4th year of PhD.

Study: 'Exploring elevated psychosis rates in the Black and Minority Ethnic (BME) groups living in low ethnic density population areas in the UK.'

THE MENAT TRUST RESEARCH SCHOLARSHIP

Peter McNee – Lecturer in Children & Young People's Nursing, School of Healthcare Sciences at Cardiff University. 2nd year of PhD.

Study: 'What are the needs of fathers whose children have been born with congenital heart disease?'

THE NHS PROFESSIONALS RESEARCH SCHOLARSHIP

Jacqueline Sinclair - Divisional Head of Nursing, Liver & Renal Services, Kings College Hospital NHS Foundation Trust. 2nd year of PhD.

Study: 'What are patients' perceptions of their safety within an acute hospital setting? A study to inform the development of a measurement questionnaire.'

Claire Pryor – Nurse Practitioner, Older Peoples Services, Northumberland Tyne and Wear NHS Foundation Trust. 2nd year of PhD.

Study: 'Delirium superimposed on dementia: closing the know/do gap.'

Antonella Ghezzi – Digestive Diseases Nurse Lead, Queens Medical Centre, Nottingham University Hospitals NHS Trust. 2nd year of PhD.

Study: 'Can dietary and lifestyle interventions modify disease progression in early cirrhosis of the liver.'

Rachel Lisa Clarkson – Research Nurse, South Tees Hospitals NHS Foundation Trust. Final year of a part-time MSc.

Study: 'What are the views of patients and nurses on the management of ankle fractures using an AV foot pump?'

Georgia Bercades – Clinical Research Nurse, Critical Care Unit, University College London Hospital NHS Foundation Trust. 1st year of a part-time MSc.

Study: 'A study into hospital anaemia in critically ill patients.'

Gregory Paul Bleakley – Senior Lecturer in Adult Nursing and Health, University of Bolton. 4th year of PhD.

Study: 'What influences critical care staff to consider engaging with relatives about organ donation following end of life decisions.'

Paula Dyce – Advanced Nurse Practitioner for Cystic Fibrosis and Related Diabetes, Liverpool Heart and Chest Hospital NHS Foundation Trust. 1st year of PhD.

Study: 'Development and evaluation of a structured educational package for Cystic Fibrosis-related diabetes (CFRD).'

THE STEPHANIE THOMPSON MEMORIAL TRUST RESEARCH SCHOLARSHIP

Jane Young – Community Nurse Leader, Anglia Ruskin University. 1st year PhD.

Study: 'Does measuring self-efficacy in those suffering with Chronic Obstructive Pulmonary Disease (COPD) provide insight into current and future self-management behaviours.'

Joanne McPeake, The Band Trust, Research Scholar 2014-15
Final year / completion of PhD study

THE HEALTH AND SOCIAL CONSEQUENCES OF ALCOHOL RELATED ADMISSIONS TO CRITICAL CARE

Report ABSTRACT*



The aim of this study was to understand the impact of alcohol use disorders on the critically ill patient's journey. The setting for this study was a 20 bed mixed ICU in a large teaching hospital in Scotland. On admission patients were allocated to one of three alcohol groups: low risk; harmful/hazardous or alcohol dependency.

This was a mixed methods study. An 18 month prospective observational cohort study was undertaken. In addition, 21 in depth, semi structured interviews were undertaken with patients with and without alcohol use disorders, three to seven months after discharge from critical care.

580 ICU patients were screened for the presence of alcohol use disorders during the study period. 34.4% of patients were admitted with a background of alcohol misuse. ICU stay was significantly different between the three study groups, with those in the alcohol dependency group having a longer stay ($p=0.01$). After adjustment for all lifestyle factors which were significantly different between the groups, alcohol dependence was associated with more than a twofold increased odds of ICU mortality (OR 2.28; 95% CI 1.2-4.69, $p=0.01$). Four themes which impacted on recovery from ICU were identified in this patient group: psychological resilience; impact and support for activities of daily living; social support and cohesion; and the impact of alcohol use disorders on recovery.

Alcohol related admissions account for a significant proportion of admissions to critical care and alcohol dependency is independently associated with ICU outcome. A more targeted rehabilitation pathway for all patients leaving critical care, with specific emphasis on alcohol misuse if appropriate, needs to be generated.



** Copies of Scholars' full Reports are available from admin@florence-nightingale-foundation.org.uk at a charge of £3.50 each (cheque with order) to cover photocopying and postage*

THE FLORENCE NIGHTINGALE FOUNDATION

TRAVEL SCHOLARSHIPS 2015-2016

THE BAND TRUST TRAVEL SCHOLARSHIP

Elizabeth Dodds - Staff Nurse - Nottingham Children's Hospital, Nottingham University Hospitals NHS Trust

Study: "Review of the delivery and applicability to UK practice of nurse led innovative strategies to improve patient and family wellbeing following an admission to a Paediatric Intensive Care Unit."

THE CHIEF NURSING OFFICER FOR ENGLAND TRAVEL SCHOLARSHIP

Julian Cavalier - Consultant Practitioner Trainee at Health Education Wessex / Thames Valley

Study: "A comparison of community based care for those living with frailty in Vancouver, New York and the United Kingdom. What can we learn and implement here?"

THE GIRDLETS' COMPANY TRAVEL SCHOLARSHIP

Nicola Evans - Professional Head of Mental Health Nursing, School of Healthcare Sciences at Cardiff University

Study: "Looking at the needs of vulnerable young people with mental health issues to ensure they are seen in a timely fashion, and the interventions are relevant, and they remain connected to key elements of their life, such as family and community."

THE GENERAL NURSING COUNCIL FOR ENGLAND AND WALES TRUST TRAVEL SCHOLARSHIP and THE ANTHONY SMITH TRAVEL SCHOLARSHIP

Cheryl Norman - Clinical Nurse Specialist, East Anglia's Children's Hospice

Study: "A Paediatric Pain Masterclass and seeing learning being put into local practice in a health care facility in Minnesota."

Emma Bond - Vascular Clinical Nurse Specialist - Glan Clwyd Hospital, Betsi Cadwaladr University Health Board, Rhyl, Denbighshire
Study: "The context, process and impact of decision making in carotid endarterectomy patients, to ensure that patients are informed and involved in the decision making for their operations and appreciate the risks."

THE JAMES TUDOR FOUNDATION TRAVEL SCHOLARSHIP

Deidre Webb - Regional Children's Service Nurse, Public Health Agency, Belfast, Northern Ireland
Study: "Exploring Clinical and Service Models used in the Family Nurse Partnership Programme outside the UK setting to improve the care of young parents and the outcomes for their children."

THE DEPARTMENT OF HEALTH, SOCIAL SERVICES AND PUBLIC SAFETY (NORTHERN IRELAND) TRAVEL SCHOLARSHIP

Sarah Lewis - Clinical Nurse Specialist / Therapeutic LAC Nurse, SET Connects, Lisburn, Northern Ireland
Study: "Integration of Dyadic Development Psychotherapy and Theraplay approaches in residential Children's Care in South Eastern Trust."

THE RCN FOUNDATION TRAVEL SCHOLARSHIP

Laura Middleton-Green - PhD Student and Nursing Lecturer, University of Bradford
Study: "Models of enhancing nursing resilience in providing compassionate care."

Valerie Freestone - Specialist Clinical Dementia Nurse, Cambridge University Hospitals NHS Foundation Trust
Study: "An exploration of care and support offered to people with dementia within secondary care services in Australia."

Valerie Nangle - Cardiac Rehabilitation Nurse, North Middlesex University Hospital
Study: "Breaking down barriers: Improving Cultural Competence of Cardiac Rehabilitation and Secondary Prevention of Heart Disease within the Turkish Speaking Community of North London."

THE SCOTTISH GOVERNMENT TRAVEL SCHOLARSHIP 2014-15 with support from THE SANDRA CHARITABLE TRUST

Alison Smart - Deputy Ward Manager, NHS Lothian

Study: "Clinical Nurse Leadership: An exploration & comparison between Scotland & United States of America."

THE SANDRA CHARITABLE TRUST TRAVEL SCHOLARSHIPS

Eilís McCaughan - Professor of Cancer Care - Ulster University, Northern Ireland

Study: "Leading and promoting sexual health for men living with prostate cancer and their partners."

Gillian Pearce - Maternity Governance Midwife, Hillingdon Hospitals NHS Foundation Trust

Study: "Malaria and the impact on pregnant women."

Joanne Chubb – Sister, Neonatal Unit, The James Cook University Hospital, South Tees Hospitals NHS Foundation Trust

Study: "The Neonatal Transport Journey from A to B: How will improved parental contact, communication, travelling and enhanced staff education improve the neonatal journey for the whole family?"

Juliana Thompson - Lecturer in Adult Nursing, Northumbria University

Study: "An international comparison of the education and skills required to equip registered nurses to work in nursing homes for older people."

Margaret Geraghty - Practice Support Nurse, Four Seasons Health Care, Galway House, Belfast

Study: "Long term care of the elderly (incl. end of life care) within Portugal and Romania countries to assimilate nurses to provide long term care within UK culture."

Olivia Gray - Practice Education Facilitator, Belfast Health and Social Care Trust

Study: "How does the use of key performance indicators influence nursing and midwifery practice? A scientific evaluation of measures of quality in nursing care."

THE NATIONAL ASSEMBLY FOR WALES TRAVEL SCHOLARSHIP

Alison Owen Traynor - Lecturer in Child Nursing, Bangor University, Wales

Study: "Comparing services and provision for young parents and their families in the United Kingdom and Australia. In order to support young parents and families and to improve health and wellbeing."

Sonia Rangi Wijesundera, The RCN Foundation Travel Scholarship 2014-15

AN EXPLORATION OF DIABETES CARE PROVISION IN SRI LANKA AND THE UNITED STATES OF AMERICA

Report ABSTRACT*



This report is a result of a Florence Nightingale Travel Scholarship which enabled me to undertake study tours in Boston, USA and Sri Lanka to explore how diabetes care provision is organised and to apply the learning to improve diabetes care, especially for minority ethnic population with diabetes in the UK. I visited the world renowned Joslin Diabetes Centre in Boston and the National Diabetes Centre in Colombo. My report provides a detailed account of the observations made and lessons learnt and analysis of how learning could be applied in practice in the UK.

The study tour to the Joslin Diabetes Centre to observe the Latino Diabetes Initiative was an opportunity to expand my knowledge on the provision of culturally appropriate care for people with type 2 diabetes and prevention of type 2 diabetes using the whole population approach. Furthermore, I was able to have discussions about the importance of assessing patients for health literacy using validated health literacy tools.

The study tour to the National Diabetes Centre was enlightening as it helped me to understand the variation of diabetes care across organisations, community outreach work to raise awareness of prevention of type 2 diabetes and culturally and linguistically appropriate diabetes care and education. I was able to observe diabetes care provision in the private, state and non-governmental organisation settings. The “insulin Bank”, a highly valuable resource that provides insulin free of charge for children and young people with type 1 diabetes and expectant mothers with gestational diabetes, prompted me to reflect on the benefits to NHS diabetes care in the UK.

The main learning points from this scholarship will be initially implemented locally and good practice will be shared with other NHS organisations.



** Copies of Scholars' full Reports are available from admin@florence-nightingale-foundation.org.uk at a charge of £3.50 each (cheque with order) to cover photocopying and postage*

SCHOLARSHIP EVALUATIONS

In 2015 we undertook evaluations of our Travel & Research and Leadership Scholarships over the last 3 years. Below are some comments on the Scholarships from Scholars and their Chief Executives / Professional Leads as part of the evaluation.

What the Sponsors said:

"I would send all of my staff on this programme if I could"

"A huge opportunity for the scholar and lots of transferred learning back here"

"The scholar has visibility and has stepped up a notch in performance"

What the Scholars said:

"The scholarship completely changed my career"

"An amazing opportunity to undertake a bespoke programme of personal development"

"The scholarship was life changing"

LEADERSHIP DEVELOPMENT SCHOLARSHIPS 2015-16

All leadership scholars receive a personal leadership assessment and are allocated a mentor to assist them in developing a bespoke programme that reflects their individual personal and career development needs. The three aims of the scholarship are to develop personal leadership, career progression and to undertake a patient/user care improvement project.

THE BURDETT TRUST FOR NURSING LEADERSHIP SCHOLARSHIPS

Naomi Baldwin	Lead Nurse Infection Control, Patient Safety and Quality Improvement, Northern Health and Social Care Health Trust, Northern Ireland
Rebekah Gammon	Senior Nurse, Unscheduled Care, Abertawe Bro Morgannwg Health Board, Morriston Hospital, Swansea, Wales

CHIEF NURSING OFFICER FOR ENGLAND BLACK AND MINORITY ETHNIC LEADERSHIP SCHOLARSHIP

April Brown	Deputy Clinical Quality Director, NHS Trust Development Authority
Kudakwashe Dimbi	Modern Matron, Clinical Advisor for Mental Health to the London Ambulance Service
Lorna Webley	Designated Nurse Safeguarding Children, NHS Birmingham South Central CCG

The London Network for Nurses and Midwives : The PROFESSOR DAME CHRISTINE BEASLEY LEADERSHIP SCHOLARSHIPS

Chris Caldwell	Dean of Healthcare Professions, Health Education North Central & East London
Eamonn Sullivan	Deputy Chief Nurse & Head of Nursing for Medicine Board, University College London Hospitals NHS Foundation Trust

THE GARFIELD WESTON FOUNDATION LEADERSHIP SCHOLARSHIPS 2015-16

Sharon Blackburn	Policy and Communications Director, National Care Forum
Eileen McEneaney	Assistant Director Prison Healthcare Services, South Eastern Health and Social Care Trust, Northern Ireland
Gail Woodburn	Lead Nurse Research and Innovation/Clinical Effectiveness Lead for the Division, Central Manchester University Hospitals NHS FT

THE COUNCIL OF DEANS LEADERSHIP SCHOLARSHIPS

Sarah Green	Head of Nursing & Midwifery, University of the West of England, Bristol
Tracey Moore	Senior University Teacher / Head of Department School of Nursing & Midwifery, University of Sheffield
Karen Strickland	Associate Head of School, Robert Gordon University
Alison Twycross	Head of Department for Children's Nursing, London South Bank University

THE JAMES TUDOR FOUNDATION LEADERSHIP SCHOLARSHIPS

Natalie Yates-Bolton	Director of the Dementia Institute, University of Salford
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HEALTH EDUCATION ENGLAND LEADERSHIP SCHOLARSHIPS

Sarah O'Brien	Chief Nurse, St Helens CCG
Alison Richardson	Clinical Professor of Cancer Nursing and End of Life Care, University of Southampton & University Hospital Southampton NHS Foundation Trust
Paula Simpson	Deputy Director of Nursing, Wirral Community NHS Trust

Lorraine Szeremeta Deputy Chief Nurse, University College London Hospitals NHS Foundation Trust

HEALTH EDUCATION WEST MIDLANDS LEADERSHIP SCHOLARSHIPS

Cheryl Walne Assistant Director of Nursing, Birmingham Women's NHS Foundation Trust

HEALTH EDUCATION KENT, SURREY AND SUSSEX EMERGING LEADERSHIP SCHOLARSHIPS

Carol Cassam Deputy Director Nursing & Quality, NHS England

Angela Colosi Assistant Director of Nursing, East Sussex NHS Healthcare Trust

Ione de Brito-Ashurst Governance & Safety Lead for Rehabilitation & Therapies, Royal Brompton & Harefield NHS Foundation Trust

Maggie Davies Deputy Director of Nursing, Western Sussex NHS Hospitals Foundation Trust

Helen Greatorex Executive Director of Nursing & Quality, Sussex Partnership NHS Foundation Trust

HEALTH EDUCATION NORTH, CENTRAL AND EAST LONDON LEADERSHIP SCHOLARSHIPS

Tumikilani Banda Modern Matron, East London NHS Foundation Trust

Wendy Matthews Interim Chief Nurse, Barking, Havering & Redbridge University Hospitals NHS Trust

Pauline Milne Head of Clinical Workforce Development and Planning, Health Education East of England (on secondment to the post of Senior Nursing Policy Manager, Health Education England until March 2016.)

Fiona Nolan

Deputy Director of Nursing & Research,
University College London / Camden &
Islington NHS Foundation Trust

MARIAN REED SPECIAL AWARD

Ruth Holt

Director of Nursing Programmes, NHS England
North

Fiona Irvine, Florence Nightingale Foundation and Council of Deans of Health Scholar 2014-2015

Report ABSTRACT*



The scholarship provided me with a wealth of opportunities which, following intensive profiling activities, were personalised to meet my development needs and address any areas in which I particularly needed to advance. It is rare to be able to undertake a scholarship that is individually tailored and this distinctive approach ensured that I could gain the maximum benefits from the scholarship.

The most marked outcome of the programme for me has been the development of my self-confidence and belief in my leadership abilities and this breakthrough has enabled me to advance my personal, political and strategic awareness.

The personalised nature of the scholarship, which commenced with an intensive profiling activity, highlighted my main strengths and identified areas where I could develop. Therefore, in itself the profiling exercise made a significant contribution to my development since it set me on a path that I would not ordinarily have considered.

I was lucky to have Sir Keith Pearson as my mentor for the programme. In offering me such an erudite and inspiring mentor, I was pushed to gain new insights and create new opportunities and thus develop beyond my expectations. As a consequence, I undertook a range of programmes and experiences including an international visit to Australia and New Zealand to study approaches to academic and clinical practice and to establish new collaborations and a series of visits to established academic leaders and to senior nurse leaders across the UK to understand how they navigate their roles successfully.

In addition, as a requirement of the scholarship I have undertaken a patient care improvement project whereby I have worked with a small group of Clinical Nurse Specialists to help with the advancement of their role within one NHS Trust.



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Leadership Scholars' Patient Care Improvement Projects

The topics of Scholars' patient care improvement projects included improvements in staffing, using electronic and digital records, defining and deploying new patient outcome and experience measures, eliminating female genital mutilation, improving mental health services, developing a national policy on alcohol abuse and others. Some outcomes of projects:

- 50% reduction in violence in mental health services
- Action Plan for work over the next two years with the Northern Ireland Public Health Agency that will result in the development of several regional resources to improve care for those with learning difficulties
- Homebirth service that encourages low risk multiparous women to give birth at home as outcomes are known to be significantly better than hospital births
- Implementation of an e-Observation and e-Handover system
- Improvements in caring for patients with dementia, including finger food boxes, acute frailty unit, memory boxes, end of life care, memory clinics, drop-in clinics, dementia FAIR (Finding people with dementia, Assessing and Investigating their symptoms and Referring for support)
- Improvements and a new role for a Lead Nurse for Dementia in the Community
- Increased awareness at Board level of patient experience through the introduction of patient stories at the beginning of every Board meeting
- Development of a Framework for Improving User and Carer Experience.

Some Sponsors point to clear evidence of improvement, including:

- Better management of complaints by concerned care-givers
- Effective and efficient preparation for Care Quality Commission visits
- Working directly with the Department of Health (DH) to reprioritise 'Prevent' funding for asylum-seeking children that resulted in additional DH support to help asylum seekers from Africa who have been abused before and/or during their journey to England

EMERGING LEADERS SCHOLARSHIPS 2015-16

New for 2015-16 are Emerging Leaders' Scholarships which a number of sponsors are supporting. The scholarships are for Nurses and Midwives at Bands 7 and 8 who have already completed a front line leadership development programme. The bespoke programme includes a range of the elements below:

- An in-depth personal assessment of the individual's leadership capability;
- Leadership development interventions known to make a difference in increasing effectiveness such as personal presentation, impact and influencing and political skills development;
- Personal development interventions known to sustain leaders and foster resilience such as mentorship and coaching; and
- An opportunity to undertake a structured visit to comparative services elsewhere in the UK or overseas as part of the selected patient care improvement project.

THE TEENAGE CANCER TRUST EMERGING LEADERS SCHOLARSHIP 2015-16

Graham Douglas Ward Manager, The Leeds Teaching Hospitals NHS Trust

Nicola Pettitt Teenage Cancer Trust Lead Nurse, University Hospitals Birmingham NHS Foundation Trust

THE BURDETT TRUST FOR NURSING EMERGING LEADERS SCHOLARSHIPS 2015-16

Alice Colum Nurse Manager, Inpatients, Marie Curie Hospice, Hampstead

Ruth Friel Senior Midwife, Cwm Taf University Health Board, Wales

Jane Holmes Community Nursing and Social Care Team
Leader, Staffordshire & Stoke on Trent
Partnership Trust

Alison James Ward Manager, Acute Children's Services,
South Tyneside NHS Foundation Trust

Julie-Anne Murray Practice Education Lead, Cheshire & Wirral
Partnership NHS Foundation Trust

Sharon Poll General Practice Nurse at Dr Mahadana &
Partner / Nurse Lead at Liverpool Clinical
Commissioning Group

CHIEF NURSING OFFICER FOR ENGLAND BLACK & MINORITY ETHNIC EMERGING LEADERS SCHOLARSHIP 2015 -16

Bekezele Tshuma Modern Matron, Hertfordshire Partnership
University NHS Foundation Trust

HEALTH EDUCATION KENT, SURREY AND SUSSEX EMERGING LEADERS SCHOLARSHIPS 2015-16

Nicola Middleton Senior Diabetes Specialist Nurse, Western
Sussex NHS Hospitals Foundation Trust

The London Network for Nurses and Midwives, The PROFESSOR DAME CHRISTINE BEASLEY EMERGING LEADERS SCHOLARSHIPS 2015-16

Roy Tecson Modern Matron, Homerton University Hospital
NHS Foundation Trust

SMALL GRANTS 2015

As part of The Florence Nightingale Foundation partnership with The London Network for Nurses and Midwives, the Foundation is responsible for the administration of funds for the allocation of small grants. These are awarded to nurse and midwife led groups working within organisations based in London for projects focused on the care of patients, which can be readily disseminated to other organisations to maximise learning outcomes.

THE LONDON NETWORK FOR NURSES AND MIDWIVES / THE FLORENCE NIGHTINGALE FOUNDATION PARTNERSHIP SMALL GRANTS AWARDS 2015

Group Lead(s)	Project
Helen Knower, Head of Midwifery, Queen Elizabeth Hospital and Sherrie Ann Barnes Midwife, Queen Elizabeth Hospital	Healthy Lifestyle Sessions for Pregnant Women
Nicola Thomas, Module Leader Clinical Leadership, London South Bank University and Neomi Bennett, Module Leader MSc Dissertation, London South Bank University	A quality improvement project to evaluate the usefulness of Neoslip®
Kerry Wykes, Practice Development Nurse, The Whittington Hospital	The Art of Nursing: Promoting Compassion & Equality in Emergency Care

FLORENCE NIGHTINGALE FOUNDATION CHAIRS IN CLINICAL NURSING PRACTICE RESEARCH

The Statement of Purpose of the Foundation is that, as a living memorial to Florence Nightingale, it advances the study of nursing and midwifery and promotes excellence in practice. It does this by conferring scholarships which enable the practitioners to extend their knowledge and skills to meet the changing needs of patient care.

Previously, all scholarships supported scholars who came to the Foundation with their own specific interests in areas of clinical and academic practice. As we planned for the future it was considered that the Foundation may wish to take a more direct and pro-active approach to adding to the body of clinical knowledge by influencing the commissioning of scholarly activity in areas of clinical practice that will maximise the benefit to patient care. It was therefore decided to set up a network of Florence Nightingale Foundation Chairs of Clinical Nursing Practice Research. Each Chair has strong academic roots within a named University but also clinical links to a Trust or Health Board.

We now have a peer network of Chairs who are geographically separate but with a common purpose to pursue and promulgate clinical academic knowledge and work systematically to disseminate research findings, encourage the adoption and implementation of research evidence thereby promoting good practice in patient care.



Professor Lesley Baillie

Florence Nightingale Foundation Chair of Clinical Nursing Practice Research, London South Bank University / University College London Hospitals NHS Foundation Trust

Professor Debbie Carrick-Sen

Florence Nightingale Foundation Chair in Clinical Nursing and Midwifery Practice Research, Heart of England NHS Foundation Trust / University of Birmingham



Professor Christi Deaton

Florence Nightingale Foundation Chair of Clinical Nursing Practice Research, Cambridge University Hospitals NHS Foundation Trust / University of Cambridge

Professor Lesley Lowes

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Cardiff & Vale University Local Health Board / Cardiff University (to February 2016)



Professor Candy McCabe

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Bristol and University Hospitals Bristol NHS Foundation Trust and Royal National Hospital for Rheumatic Diseases NHS Foundation Trust / University of the West of England

Professor Christine Norton

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Imperial College Healthcare NHS Trust / King's College London



Professor Angela Tod

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Central Manchester University Hospitals NHS Foundation Trust / University of Manchester (to November 2015)

Coming in 2016 ...

Professor Vivien Coates

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Western Health and Social Care Trust / University of Ulster (w.e.f. March 2016)



Professor Bridget Johnston

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, NHS Greater Glasgow and Clyde / University of Glasgow. Professor Johnston is expected to take up her post on 1st May 2016.

Central Manchester University Hospitals NHS Foundation Trust / University of Manchester and Cardiff & Vale University Local Health Board / Cardiff University Chair positions will be readvertised in 2016 to fill these vacancies.

ANNUAL STATEMENT OF GOVERNANCE PRACTICES

Good governance in charities is at the heart of what makes them successful. The Florence Nightingale Foundation Governance Sub-Committee meets annually and by exception. It is charged with ensuring that the Foundation meets the Charity Commission's *Good Governance: A Code for the Voluntary and Community Sector, Version for Small Organisations*, including the identification of principal risks and uncertainties and how those risks are managed and the impact of charitable activities.

The full Governance Committee met on 26th May 2015 when:

- the Governance Framework for Regional Sub-Committees was agreed;
- The revised role description for Trustees of the Foundation and the Tenure of Trustees policy were noted;
- The Corporate Risk Register was reviewed and all risks identified were considered to be adequately mitigated save for the risk to continuity related to the concentration of responsibility in the Chief Executive and it was agreed that a Deputy Chief Executive be recruited. This has subsequently been implemented.

The Governance Committee is assured that all likely risks to the Foundation arising from activities in 2015 have been identified and mitigated

From 2016, the Charity Commission's Statement of Recommended Practice ("SORP") is changing and the Foundation will need to revise its procedures to ensure it meets the appropriate regulations from 31st March 2016 onward.

Dr Elaine Maxwell
Chair, Governance Committee
March 2016

THE HONORARY TREASURER'S REPORT FOR 2015

The funds available to the Foundation are made up of two components:

Unrestricted Funds

These funds were created when the Foundation was established and have accumulated over time as a result of its annual operational surpluses and an increase in the market value of its investments.

The Foundation produced a surplus of £9,377 from its operations in 2015 and there was also an unrealised gain on our investments of £2,919 reflecting the movement in the stock market. As a result, there was an overall net profit on unrestricted funds for the Foundation of £12,296.

As at 31 December 2015, there are Unrestricted Funds available of £1,077,945 which are held in the form of investments and bank accounts and provide a clear demonstration of the financial viability of the Foundation.

Scholarship & Restricted Funds

In 2015, the resources made available by sponsors were £954,037, the majority of which was awarded as scholarships in that year.

As at 31 December 2015, there are Scholarship and Restricted Funds available of £1,375,324 which are predominantly held in bank accounts until being allocated as scholarships.

I would like to take this opportunity of thanking the staff of the Foundation and our external auditor for producing these accounts in both a timely manner and to the highest of standards.

Dr Colin L Reeves CBE
Honorary Treasurer
February 2016

England and Wales Company Reg No 518623
England and Wales Charity Reg No 229229
Scotland Charity Reg No. SC044341

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE MEMBERS OF THE EXECUTIVE
AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2015**

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**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**LEGAL AND ADMINISTRATION INFORMATION
YEAR ENDED 31 DECEMBER 2015**

Royal Patron	HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO
Patron	Sir Robert Francis QC
President	Baroness Emerton DBE DL
Vice Presidents	Miss Theo Noel Smith The Rt Hon Lord Remnant CVO FCA Mr Bryan Wilson
Honorary Vice Presidents	Mrs Mary Spinks CBE Mr Geoffrey Walker OBE JP
Chairman	Mr Bryan Sanderson CBE
Vice Chairman	Mr Richard Beazley DL
Honorary Treasurer	Dr Colin L Reeves CBE
Chief Executive	Professor Elizabeth Robb OBE
Leadership Programme Manager	Janet Shallow
Office Manager	Sean Lindsay
Other Members	Mr Andrew Andrews MBE Professor Martin Bradley OBE Mr Neil Chimes Miss Katrina Cooney Dr David Foster Mrs Ann Lloyd Keen Dr Elaine Maxwell Professor Trish Morris-Thompson Mr Peter Siddall Captain Alison Hofman RN (from 24 June 2015) Ms Sarah Ballard-Smith (up to 24 June 2015) Professor Helen McCutcheon (up to 24 June 2015) Gp Capt Michael Priestly PMRAFNS (up to 24 June 2015) Professor Jean White (up to 8 December 2015)
Auditors:	Gilbert Allen & Co. Churchdown Chambers, Bordyke, Tonbridge, Kent TN9 1NR
Bankers:	Coutts & Co 440 Strand, London WC2 0QS CCLA Charity Funds, 80 Cheapside, London EC2V 6DZ M & G Group, PO Box 9039, Chelmsford, Essex, CM99 2XG
Registered Office:	34 Grosvenor Gardens, London SW1W 0DH
Charity Number:	Registered in England and Wales with Charity Reg No 229229 and in Scotland with Charity Reg No. SC044341
Company Number:	518623

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE MEMBERS OF THE EXECUTIVE
YEAR ENDED 31 DECEMBER 2015**

The members of the Executive, who are also the Directors of the Company, present their report and financial statements of the year ended 31 December 2015.

PRINCIPAL ACTIVITY

The principal activity of the Foundation for the year under review was the granting of scholarships to nurses, midwives and allied health professionals.

CONSTITUTION

The Foundation is a registered charity under registration number 229229 and a company limited by guarantee under company number 518623 in England and Wales and SC044341 for Scotland.

OBJECTIVES

The Florence Nightingale Foundation is a living memorial to Florence Nightingale by advancing the study of nursing and promoting excellence in nursing practice.

The Foundation raises funds to provide scholarships for nurses and midwives to study at home or abroad, to promote innovation in practice and to extend knowledge and skills to meet changing needs. The Foundation promotes the special contribution of nursing to society and to the health of people. It encourages international understanding and learning between nurses.

REVIEW OF ACTIVITIES

In 2015, the level of scholarships received on behalf of our sponsors was £817,454.

FINANCIAL REVIEW

The Foundation had a surplus in 2015 on Unrestricted Funds of £9,377 (2014 of £11,322). In the year there was a movement on Scholarship Funds and a deferred legacy totalling £58,075 (2014 of £355,136). These movements on Scholarship Funds are phasing of Scholarship payments over more than one financial year. In 2014 a substantial amount of Scholarship resources were received and the expenditure of which occurred in 2015. The income for 2015 essentially balances this sum and the total carried forward for Scholarship and Legacy funds is £1,365,460. Scholarships to the value of £852,712 were awarded in 2015 (£777,590 in 2014), but the Scholarships are paid over eighteen months.

Unrealised investments increased in value by £2,919 in 2015 (£37,805 increase in 2014).

Unrestricted reserves of the Foundation increased to £1,077,945 by end - 2015 (£1,065,649 at end - 2014).

POLICIES

Reserves policy

The Charity has total reserves of £2,453,269 of which £1,375,324 are Scholarship Funds, Legacy Funds or Restricted Funds, the balance of £1,077,945 are Unrestricted Funds which are freely available to fund general operations. The Trustees consider that there are sufficient Unrestricted Reserves to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity in accordance with the Charity Commissions Guidance (CC19). Unrestricted reserves are also required to fund substantial monthly variations in income and expenditure and to take into account commitments and obligations, all of which will require in excess of £400,000. Should Unrestricted Funds reduce, it will also have an adverse effect on reducing the income from fixed asset investments without which the administration account would be substantially in deficit.

Investment policy

The Foundation is content to embrace the long term performance objectives (balancing security income and capital growth) and ethical policies of our investment managers in respect of our fixed and current investments totalling £1,912,368. The Finance and Investment Sub-Committee has delegated powers to oversee the appointment and performance of these managers.

Legacy policy

For sums up to £50,000 where there are no preconditions the full sum will be added to general reserves.

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

REPORT OF THE MEMBERS OF THE EXECUTIVE
YEAR ENDED 31 DECEMBER 2015

RISK MANAGEMENT

The Executive have examined the major strategic, business and operational risks which the charity faces. Arising out of the review, a Corporate Risk register has been developed and agreed by the Executive. This register incorporates systems to mitigate the risks identified being finance, resource infrastructure, succession planning and reputational management.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company Law requires the Directors to prepare Financial Statements for each financial year which give a true and fair view of the Charitable Company's state of affairs at the end of the year and of its surplus or deficit for that period. In preparing those Financial Statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- follow applicable accounting standards, subject to any material departures disclosed and explained in the Financial Statements;
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue in operation.


The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and which enable them to ensure that the Financial Statements comply with the Companies Act 2006. The law applicable in Scotland, the Charities and Trustee Investment (Scotland) Act 2005, Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors confirm that there is no information relevant to the audit of which the auditors are unaware and that the directors have taken the necessary steps to ensure they themselves are aware of all relevant audit information and make sure the auditors are aware of it.

AUDITORS

In accordance with the Companies Act 2006, a resolution proposing that appointment of Gilbert Allen & Co as auditors will be put to the annual general meeting.

By order of the Executive

Mr Bryan Sanderson CBE
Chairman



Dated: 1st March 2016

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE EXECUTIVE
FOR THE YEAR ENDED 31 DECEMBER 2015**

We have audited the Financial Statements of Florence Nightingale Foundation for the year ended 31 December 2015 which comprise the SOFA, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described in the Statement of directors' responsibilities on page 2, the company's directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditors under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

SCOPE OF THE AUDIT

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This included an assessment: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2015 and of the result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the directors' report for the financial year for which the financial statements are prepared, is consistent with the financial statements.

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE EXECUTIVE
FOR THE YEAR ENDED 31 DECEMBER 2015**

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Companies Act and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the company financial statements are not in agreement with the accounting records and returns;
or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**John Duncan (Senior Statutory Auditor)
for and on behalf of Gilbert Allen & Co
Statutory Auditor
Chartered Accountants**



Dated: 1st March 2016

**Churchdown Chambers
Bordyke
Tonbridge
Kent TN9 1NR**

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2015**

	Notes	Unrestricted Funds	Scholarship/ Legacy Funds	Restricted Funds (Note 13)	Total Funds 2015	Total Funds 2014
		£	£	£	£	£
Income						
Scholarship resources		-	817,454		817,454	1,132,505
Scholarship support		136,583	-	-	136,583	96,619
					<u>954,037</u>	<u>1,229,124</u>
Legacies		17,571	93,333	-	110,904	-
General donations and fundraising		77,294	-	-	77,294	60,566
Event sponsorship		19,100	-	-	19,100	11,000
Investment income	2	46,177	-	-	46,177	47,217
Total income		<u>296,725</u>	<u>910,787</u>	<u>-</u>	<u>1,207,512</u>	<u>1,347,907</u>
Expenditure						
Direct charitable expenditure	3	134,038	852,712	2,625	989,375	902,395
Fund-raising and publicity costs	4	58,872	-	-	58,872	44,813
Management and administration	5	94,438	-	-	94,438	69,957
Total expenditure		<u>287,348</u>	<u>852,712</u>	<u>2,625</u>	<u>1,142,685</u>	<u>1,017,165</u>
Net income / expenditure for the year	8	9,377	58,075	(2,625)	64,827	330,742
Other recognised gains and losses						
Gains in investments						
unrealised	10	2,919	-		2,919	37,805
Net movement in funds		<u>12,296</u>	<u>58,075</u>	<u>(2,625)</u>	<u>67,746</u>	<u>368,547</u>
Total funds brought forward 1 January 2015		1,065,649	1,307,385	12,489	2,385,523	2,016,976
Total funds carried forward 31 December 2015		<u>1,077,945</u>	<u>1,365,460</u>	<u>9,864</u>	<u>2,453,269</u>	<u>2,385,523</u>

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
AS AT 31 DECEMBER 2015

	Notes	Unrestricted Funds £	Scholarship Funds £	Restricted Funds £	Total 2015 £	Total 2014 £
Fixed Assets						
Tangible fixed assets	9	2	-	-	2	2
Investments	10	978,171	-	7,177	985,348	982,429
		978,173	-	7,177	985,350	982,431
Current Assets						
Debtors	11	28,421	-	-	28,421	8,532
COIF deposit account		-	191,610	2,687	194,297	407,009
Balances at bank on deposit and current accounts		86,400	646,323	-	732,723	405,755
Balances at bank on client account		-	527,527	-	527,527	621,497
		114,821	1,365,460	2,687	1,482,968	1,442,793
Creditors:						
Amounts falling due within one year	12	15,049	-	-	15,049	39,701
Net Current Assets		99,772	1,365,460	2,687	1,467,919	1,403,092
Net Assets		1,077,945	1,365,460	9,864	2,453,269	2,385,523
Funds						
Unrestricted		1,077,945	-	-	1,077,945	1,065,649
Scholarship	15	-	1,365,460	-	1,365,460	1,307,385
Restricted	13	-	-	9,864	9,864	12,489
		1,077,945	1,365,460	9,864	2,453,269	2,385,523

Approved by the Executive on
and signed on its behalf by:

Mr Bryan Sanderson CBE, Chairman

Professor Elizabeth Robb OBE, Chief Executive

Dr Colin L Reeves CBE, Honorary Treasurer

Dated: 1st March 2016

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 £	2014 £
Cash generated from operations activities		
Net Incoming Resources for the Year		
Unrestricted funds	9,377	11,322
Scholarship funds / legacy funds	58,075	355,047
Restricted funds	(2,625)	(35,627)
	64,827	330,742
Reconciliation to cash generated from operations:		
Cash out flow due to increase in debtors	(19,889)	(2,375)
Cash inflow due to increase in creditors	(24,652)	(30,674)
	(44,541)	(33,049)
Movements in working capital		
Net cash flow from operating activities	20,286	297,693
	20,286	297,693
Net increase in cash - 2015		
Net cash resources at bank at beginning of year	1,434,261	1,136,568
Net cash at bank at 31 December 2015	1,454,547	1,434,261
 Analysis of the Balances of Cash as Shown in the Balance Sheet		
	£	£
COIF deposit account	194,297	407,009
Balances at bank on deposit and current accounts	732,723	405,755
Balances at bank on client account	527,527	621,497
At 31 December 2015	1,454,547	1,434,261

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2015**

1. Accounting Policies

a) Basis of accounting

The Financial Statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), with the exception that investments are valued at market value. In preparing the Financial Statements the charity follows best practice as laid down in the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2015) and comply with the Charities (Accounts and Reports) Regulations 2005 issued under the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005

b) Incoming resources

All income is accounted for on a receivable basis. Any income restricted to future accounting periods is deferred, shown as dedicated funds (note 12), and recognised in those accounting periods.

c) Donations

Donations received during the year relating to future scholarship awards are carried forward in creditors as deferred income and are credited to the Statement of Financial Activities in the year in which the award is paid.

d) Legacies

Legacies are accounted for when there is certainty of their being received.

e) Resources expended

All expenses are accounted for on an accruals basis. Expenditure incurred in connection with the specific objectives of the Foundation are included under the heading Direct Charitable Expenditure together with an apportionment of the general overheads of the Foundation. The apportionment has been assessed on the basis of staff time spent between direct charitable activities, fund-raising and publicity, and management and administration of the charity.

f) Fixed assets for charity use

All assets of material value held for use on a continuing basis in the Foundation's activities have been depreciated over their useful economic life using the following rates:

Office equipment and furniture - 33% on cost.

g) Investments

Investments are revalued to market value as at the balance sheet date and the surplus or deficit of this revaluation is shown as an unrealised gain or loss on the face of the Statement of Financial Activities. Realised gains represent the difference between the sale proceeds and the acquisition cost of an investment.

h) Scholarship funds

These are the funds received from sponsors and awarded to scholars.

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2015**

2. Investment Income	2015	2014
	£	£
Dividends from listed investments and deposit interest	<u>46,177</u>	<u>47,217</u>
3. Direct Charitable Expenditure	2015	2014
	£	£
Scholarships awarded - sponsors	852,712	777,590
Scholarship selection expenses	1,196	1,040
Staff costs	122,711	78,277
Printing and stationery	5,582	4,375
Internet and computer expenses	2,757	4,207
Postage and telephone	1,792	1,279
	<u>986,750</u>	<u>866,768</u>
4. Fund-Raising and Publicity	2015	2014
	£	£
Commemoration service	11,457	9,601
Staff costs	40,943	25,285
Printing and stationery	1,535	1,394
Internet and computer expenses	591	901
Postage and telephone	896	640
Students day	3,450	6,992
	<u>58,872</u>	<u>44,813</u>
5. Management and Administration	2015	2014
	£	£
Printing and stationery	1,535	1,394
Internet and computer expenses	591	901
Postage and telephone	299	213
Rent of office, rates, electricity, and insurance	30,544	28,623
Equipment leasing and equipment	17,258	1,604
Staff costs	27,459	17,007
Executive and Council expenses	2,793	1,193
Audit and accountancy	3,690	4,200
Professional fees and insurance	1,414	6,000
Sundry expenses	8,855	8,822
	<u>94,438</u>	<u>69,957</u>

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2015**

6. Staff Costs	2015	2014
	£	£
Wages and salaries	176,529	113,773
Social security costs	14,584	7,846
	<u>191,113</u>	<u>121,619</u>

The average number of persons employed by the Foundation during the year was as follows:

	2015	2014
	No.	No.
Administration	<u>4</u>	<u>4</u>

The Chief Executive invoiced the charity a total of £70,360 (2014: £48,000) for services and £630 (2014: £1,023 to the Chief Executive) for expenses incurred.

The members of the Executive received no remuneration during the current or previous years.

Expenses relating to travel and subsistence of £2,029 were reimbursed to members of the Executive (2014 - £1,019).

A premium of £1,414 per annum is paid for director and officers insurance.

7. Net Incoming Resources

Net incoming resources is stated after charging:	2015	2014
	£	£
Auditors' remuneration	<u>2,200</u>	<u>2,100</u>

8. Taxation

The Foundation is a registered charity and therefore exempt from corporation tax.

**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2015**

9. Tangible Fixed Assets

	Office equipment and furniture £
Cost	
1 January 2015	14,180
Additions	-
Disposals	-
31 December 2015	14,180
Depreciation	
1 January 2015	14,178
Charge for year	-
On disposals	-
31 December 2015	14,178
Net book values	
31 December 2015	2
31 December 2014	2

10. Investments

	2015 £	2014 £
Market value at 1 January 2015	982,429	944,624
Acquisitions at cost	-	-
Disposals at opening market value	-	-
Net movement on revaluation at 31 December 2015	2,919	37,805
Market value at 31 December 2015	985,348	982,429
Historical cost at 31 December 2015	565,380	565,380

Market value of investments representing 5% or more of the total portfolio are as follows:

		2015 £	2014 £
Units			
36,903	M & G Charifund	529,142	530,733
124,741	COIF Fixed Interest	163,960	170,272
582	COIF Investment Fund	7,177	7,089
97,009	COIF Property	112,618	103,994
13,981	COIF Investment Fund	172,451	170,341
		985,348	982,429

11. Debtors

	2015 £	2014 £
Prepayments	28,421	8,532

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2015

12. Creditors: Amounts Falling Due Within One Year	2015		2014
	£		£
Accruals	4,505		9,505
Income relating to 2016 received in 2015	10,544		30,196
	<u>15,049</u>		<u>39,701</u>

13. Restricted Funds	Balance			Balance
	1 January	Incoming	Outgoing	31 December
	2015	resources	resources	2015
	£	£	£	£
Mona Grey Settlement Capital	7,089	-	-	7,089
Atkinson Morley Neuroscience Scholarship Capital	5,400	-	2,625	2,775
	<u>12,489</u>	<u>-</u>	<u>2,625</u>	<u>9,864</u>

During the year £150,000 was received from the Garfield Weston Foundation and this is included in scholarship funds.

Mona Grey Settlement

The capital sum will produce an income which will be used at the discretion of the Foundation's Executive to include funding of Students' Days, History of Nursing seminars and activities linked to the promotion of the Florence Nightingale Foundation.

14. Limited Liability

The Foundation does not have any share capital and is limited by guarantee. The liability of the members is limited to £1 each in the event of the winding up of the Foundation. The total number of trustees at 31 December 2015 was 14 (2014 - 16).

15. Scholarship Commitments

Scholarships awarded but not yet paid by the Foundation at 31 December 2015 were as follows:

	£
Scholarships relating to 2016 and 2017	<u>1,365,460</u>

16. Other financial commitments

At 31st December 2015 the company had annual commitments under non-cancellable operating leases as set out below:

	2015	2014
	£	£
Operating leases which expire within one year	24,629	24,629
Operating leases which expire within one year	49,258	-
	<u>73,887</u>	<u>24,629</u>

DONATIONS, LEGACIES AND SPONSORSHIPS

Donations, legacies and sponsorships make a great difference to the achievements of the Foundation's aims and objectives. As a charity we rely on raising funds to complete our work.

Sponsorships

We always welcome new sponsors and partnerships. If you would like to offer funding to support our scholarships or become a funding partner, please contact us at the address below.

Donations and legacies

If you feel able to assist in the valuable work of the Foundation, details of how to donate can be found on our website at:

www.florence-nightingale-foundation.org.uk

or you can donate to the Foundation by:

Cheque – please post to our office and make payable to “The Florence Nightingale Foundation” and also enclose your name and address

PayPal – if you would like to pay via PayPal please visit www.fnfalumni.org where you can donate online via the donations page

Contact us at:

The Florence Nightingale Foundation,
34 Grosvenor Gardens,
London SW1W 0DH
Tel: 020 7730 3030
Email: admin@florence-nightingale-foundation.org.uk



@FNightingaleF



@fnightingalef



The Florence Nightingale Foundation

Presentation of Certificates 2016

We are delighted to announce that the next biennial Presentation of Certificates Ceremony will be held during the afternoon of Monday 5th December 2016 at the Governors Hall, St Thomas' Hospital, London SE1 7EH.

Certificates are presented to the Foundation's scholars who have completed their scholarships in the two years prior to the Presentation and who have produced a satisfactory report on the outcome of their studies. As part of the event, some scholars will be invited to make a short presentation on the outcome of their scholarship, highlighting the benefits to patient care arising from the scholarship experience.

Invitees will include scholars, sponsors, members of the Foundation and other guests who support the aim and activities of the Foundation.

Formal invitations will be sent to scholars and guests during Summer 2016.



NOTES



The Rt Hon Jeremy Hunt MP, Secretary of State for Health at the Florence Nightingale Foundation 5th Annual Conference 2015



Rachael Crayton, Florence Nightingale Foundation / The Girdlers' Company Travel Scholar receiving her Girdlers' Medallion from The Hon Robin Neill, Master, The Girdlers' Company, May 2015

THE FLORENCE NIGHTINGALE FOUNDATION

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Charity Registration Nos. 229229 England and Wales, SCO44341 Scotland
A company limited by guarantee Registration No. 518623 England