



ANNUAL REPORT

2016



THE FLORENCE NIGHTINGALE FOUNDATION
34 Grosvenor Gardens London SW1W 0DH
A company limited by guarantee Registration No. 518623 England
Charity Registration Nos. 229229 England & Wales, SC044341 Scotland



Scholars Nichole McIntosh, Tracey Wrench and Lacey Swann, Lamp Carrier and Escorts at the 2016 Florence Nightingale Commemoration Service, Westminster Abbey



Chairman Bryan Sanderson CBE and President Baroness Watkins of Tavistock with FNF Scholar Dorcas Gwata at the 2016 Florence Nightingale Foundation Presentation of Certificates, St Thomas' Hospital, London

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

Royal Patron:

HRH Princess Alexandra,
The Hon Lady Ogilvy KG GCVO

Patron:

Sir Robert Francis QC

President:

Baroness Emerton DBE DL (up to 14th June 2016)
Baroness Watkins of Tavistock (from 14th June 2016)

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

Chairman:

Mr Bryan K Sanderson CBE

Vice Chairman:

Mr Richard Beazley

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Dr Colin L Reeves CBE

Chief Executive:

Professor Elizabeth Robb OBE

Deputy Chief Executive:

Dr Abigail Masterson

Office Manager:

Ms Larissa Worwood

Leadership Project Manager:

Mrs Janet Shallow

Personal Assistant:

Ms Sue Neville

Events, Marketing and Fundraising:

Ms Rose Woodall Simmons, Mr Matthew Rose & Ms Tabitha Price

CHAIRMAN'S FOREWORD



We need nurses to speak with a strong, independent voice as our country struggles to deal with the stresses placed on the health agenda by a rapidly ageing population. The Foundation had a good year in 2016 helping to equip nurses and midwives with the range of skills necessary to make their presence felt and as the CEO's report describes, the volume and scope of the Foundation's activity has increased substantially.

Learning, of course, must never replace the passion for caring which Florence Nightingale so memorably demonstrated. Those ideals were, as always, very much in evidence at our annual service in Westminster Abbey. This year was particularly special for me because the students in the procession came from Northumbria University. Tracey Wrench carried the Lamp supported by Lacey Swann and Nicole McIntosh – all three Florence Nightingale scholars. The Bearer of the Roll of Honour was Naval Nurse Hannah Phillimore of Queen Alexandras's Royal Naval Nursing Service. The reading was by Professor Jean White, Chief Nursing Officer Wales, and we were treated to a memorable address by our outgoing President, Baroness Emerton, DBE, DL. Another memorable occasion was the biennial Presentation of Certificates, this time in a new but particularly appropriate venue for us, the Governors' Hall in St. Thomas Hospital kindly sponsored by the London Network for Nurses and Midwives (LNNM). Our new President, Baroness Watkins of Tavistock, presented the certificates.

As always we are greatly indebted to our sponsors, without whom our work could not proceed. We said farewell with thanks to the LNNM whose five year partnership with us came to an end. Special mentions this year go to The Burdett Trust for Nursing, a longstanding, generous supporter who has provided a new grant for the Leadership Programme. We have also developed our services contact with Ireland and have been commissioned to conduct a project to develop a framework for nursing excellence by Health Education England.

The Board of Trustees lost the services of Dr. Elaine Maxwell and Professor Trish Morris Thompson, both of whom will be greatly missed for their

contributions and their friendship. We have been joined by David Hulf who brings with him a wealth of business and financial expertise.

It was a full year, in which we said goodbye to President Baroness Audrey Emerton, DBE whose wealth of experience, wisdom and never failing good humour has provided constant support to me. She was succeeded as President by Baroness Mary Watkins of Tavistock at the AGM in June. She brings with her a long record of service to nursing and we are privileged to enjoy her support. I look forward to working with her.

A handwritten signature in black ink that reads "Bryan K. Sanderson". The signature is written in a cursive style and is positioned above a solid horizontal line.

Bryan Sanderson CBE
Chairman

CHIEF EXECUTIVE'S REPORT



As I reflect on 2016 I am reminded of the brilliant and vibrant students who attended our annual Student's day in May. They were student nurses and midwives who were engaging fully with key topics relevant to their field, were not afraid to ask difficult questions and were equally attentive to advice from our expert panel on how to be the best that they can be. In my closing remarks for the day I asked those students to "challenge the system, be constructive in criticism, *advocate for your patients, be leaders at the point of care*" and it is that message that we have been working to share across all of the Foundation's activities this year.

Equally inspiring, and offering a fitting end to the year, was our biennial Presentation of Certificates ceremony in December. I was so proud to hear from and see scholars who have completed their scholarships in the past two years 'graduate'. The sense of achievement in the room that day was palpable and I was delighted to be there, for the final time, to witness it.

As our Chairman has outlined, it has been another tremendous year of growth for the Foundation. This is reflected not only in our scholarship numbers, as you will see, but also in the increasing variety of our work. We have expanded our Leadership Scholarship programmes; we have expanded our Chairs network; we have been commissioned to create a framework for nursing excellence; and, we have run a number of successful events throughout the year including our 6th Annual Conference and Charity Gala Dinner.

Scholarships

Thanks to the continued and generous support of our sponsors, we have been able to grant a large number of scholarships this year.

A total of 87 applications for 2016-17 Research Scholarships were received, an historic number, of which 41 were shortlisted and went forward to interview in July. A total of 27 scholarships were awarded.

We received 34 applications for 2016 – 17 Travel Scholarships of which 25 were shortlisted and went forward to interview at the end of September and beginning of November. A total of 19 Scholarships were awarded although there are, in fact, 23 Scholars as a number of the awards were joint Scholarships.

We had a further historic response to our 2016-17 Leadership Scholarships with 98 applications made. We shortlisted 59 for interview with one candidate later withdrawing. Interviews took place over two weeks at the end of October and beginning of November. In total we awarded 39 scholarships of which 15 were general Leadership Scholarships and 12 were Emerging Leaders Scholarships and we were pleased to recruit a cohort of 12 to our new Aspiring Nurse Directors Programme.

Following the success of the inaugural year for our Chief Nursing Officer for England Black and Minority Ethnic (BME) Leadership scholarships last year, we were delighted that 24% of our Leadership Scholarships were awarded this year to colleagues from BME backgrounds. We are so pleased to continue to develop and to promote the development of leaders to reflect the diversity of the healthcare professions in particular and the UK population in general.

Florence Nightingale Foundation Chairs of Clinical Nursing Practice Research

At the end of February, Professor Lesley Lowes retired from her post at Cardiff University School of Healthcare Sciences and Cardiff and Vale University Health Board. We were sorry to see Lesley go but wish her all the best for her retirement.

Professor Bridget Johnston commenced her post at the University of Glasgow and NHS Greater Glasgow and Clyde on the 1st May 2016. Bridget is our first Chair in Scotland as well as our first Chair to specialise in palliative and end of life care.

In September Professor Michelle Briggs was appointed FNF Chair at the University of Manchester and the Central Manchester University Hospitals NHS Foundation Trust. Michelle is due to commence her post on the 3rd January 2017.

We were delighted to have a number of our Chairs take part in the procession at the Florence Nightingale Commemoration Service in Westminster Abbey for the first time in May. Our Chairs continue to be central to the Foundation's aim to continue to develop capacity and capability in nursing and midwifery research across the UK. We are delighted to welcome our newest recruits and look forward to continuing to fill the remaining posts across 2017.

Events and Conferences

We have been fortunate to attend several events and conferences across the UK this year. Our events and marketing team were in Cardiff for the CNO Wales Conference in May and back on the road again for RCN Congress in Glasgow in June. We were also able to attend several research conferences this year which has proved to be hugely positive in raising the profile of the Foundation, and of our scholarships more generally.

We were delighted to be asked again to sponsor and judge the Nursing Times Rising Star Award alongside NHS Professionals and NHS England. There were brilliant applicants in the category who were all inspirational and we are so pleased that the winner, Dionne Levy, a perinatal mental health midwife, will be delivering a plenary session at our 2017 Conference.

A particular highlight was an invitation to a Reception at Buckingham Palace in November, hosted by Her Majesty The Queen to celebrate the patronages and affiliations of HRH Princess Alexandra, our Patron. I was so honoured to attend and represent the Foundation alongside our Chairman and Dr April Brown, a current leadership scholar. It was an evening greatly enjoyed and such a privilege to be there.

As ever, I have spent much time throughout the year representing the Foundation across the UK, raising the profile of our work. I am extremely grateful to Abigail Masterson, our Deputy CEO, for her brilliant and continued support in all of mine and the Foundation's endeavours.

I would like to end my final report by saying a huge thank you to our Royal Patron, Patron, President, Vice Presidents, Chairman, Trustees, Sponsors and the Foundation's office staff for their support and guidance not only this year but in all my years as Chief Executive. It has been a real pleasure and an honour and I am extremely proud to have steered the 'FNF ship' for the past 7 years. I know that the Foundation will continue to grow, propelling the inspiration that is Florence Nightingale from the front line to the very top and enabling nurses and midwives to continue to excel.



Professor Elizabeth Robb OBE
Chief Executive

RESEARCH SCHOLARSHIPS

Research Scholarships offer an opportunity for Nurses and Midwives to engage in research and to build their capacity and capability in research.

Research scholarships provide funding for a scholar to undertake a course in research methods, research modules or a dissertation/thesis as part of an academic course of study. All projects involve clinically focused research and are academically supervised or supported.



THE FLORENCE NIGHTINGALE FOUNDATION RESEARCH SCHOLARSHIPS 2016-2017

THE BAND TRUST RESEARCH SCHOLARSHIP

Karen Birch - Lead Nurse, Practice Development, Kettering General Hospital NHS Trust. Research Methods module as part of MSc 1st year.

Study: 'To explore the ways in which internationally educated nurses (IEN's) who have lived in the UK for some years but have not registered with the NMC could be part of the solution in the face of a national shortage of registered nurses.'

Freeman Chakonda - Sexual Health Nurse Practitioner, St Marys Community Hospital, Solent NHS Trust. Research Methods for Evidence Based Practice module as part of MSc 1st year.

Study: 'Disclosure of Herpes diagnosis to partners.'

Ann Cox - Child and Adolescent Mental Health Services (CAMHS) Manager/Cognitive Behavioural Therapy Lead, Derbyshire Healthcare NHS Foundation Trust. Final year of Doctorate of Health and Social Care Practice.

Study: 'How and when do children want to be involved in decision making and consent processes within their own healthcare in CAMHS?'

Sekesai Dachi - Registered General Nurse, ID Medical Group. 2nd year of PhD.

Study: 'Determinants of the uptake of bariatric surgery amongst obese ethnic minority patients.'

Sharon Eustice - Consultant Nurse, Peninsula Community Health. 'Introduction to Linear and Logistic Regression Models' module as part of PhD 2nd year.

Study: 'A novel intervention for the management of posterior vaginal compartment prolapse in women: Femmese®.'

Linda Graham-Ray - Nurse Consultant, Looked After Children and Care Leavers, Central London Community Health Care NHS Trust. 6th year of Professional Doctorate.

Study: 'What are the experiences of looked after children and care leavers (LAC.CL) of specialist nursing in a social care setting?'

Stacy Johnson - Associate Professor, The University of Nottingham. Professional Doctorate in Education.

Study: 'Reverse Mentoring: Critical Pedagogy in Action in Leadership Development for Equality, Diversity and Inclusion in the NHS.'

Nina Khazaezadeh - Consultant Midwife, Guys' & St, Thomas' NHS Foundation Trust.

2 research modules as part of PhD.

Modules: 'Analysis of qualitative data' and 'Reporting qualitative data.'

Robyn Lotto - Senior Lecturer, Liverpool John Moores University. 'Systematic Reviews in Health' course as part of post-doctoral research.

Study: 'Exploring parental understanding of risk in paediatric cardiac surgery.'

Victoria Mockridge - Senior Sister/Emergency Nurse Practitioner/Trainee Advanced Nurse Practitioner, Royal United Hospital NHS Foundation Trust. 2 modules as part of an MSc in Advanced Practice.

Modules: 'Health and Social Care Research: Methods and Methodology' and 'Dissertation.'

Chun Hua Shao - Senior Lecturer/Programme Leader, Department of Healthcare, Faculty of Health & Life Sciences, Northumbria University. Doctorate in Education: Nursing.

Study: 'An exploratory study of student nurses' intercultural communication experience in clinical practice.'

Wendy Webb - Night-time Senior Staff Nurse, Myton Hospice, Warwick. 1st year of PhD.

Study: "The disadvantaged dying": understanding what matters most to homeless people facing the end of life.'

Julia Wells - Older Adults Mental Health Nurse Consultant, Royal Cornhill Hospital, NHS Grampian. 1st year of a Doctorate of Professional Practice.

Study: 'Does a person-centred approach to transferring cases within age defined services hinder or aid recovery of patients aged 65 and over who have mental illness?'

Zoe Yessaian - Clinical Specialist, Camden and Islington NHS foundation Trust, Early Intervention Service. MSc Clinical Mental Health Science, 1st year.

THE CHARLIE WALLER MEMORIAL TRUST RESEARCH SCHOLARSHIP

Helen Burke - Specialist Nurse Practitioner - School Health, Ilkeston Community Hospital, Derbyshire Community Health Services Foundation Trust (DCHSFT). Final year of MSc.

Study: 'What factors influence school nurses in their assessment and identification of mild, moderate and severe levels of anxiety and depression amongst adolescents?'

Nicola Vellacott - Safeguarding Children Advisor, Central London Community Health. MSc Dissertation.

Study: 'To what extent do teachers feel they are equipped to help children who self-harm? A research study to examine the perceptions of school teachers about supporting young people aged between 11-16 who self-harm.'

THE FLORENCE NIGHTINGALE FOUNDATION RESEARCH SCHOLARSHIPS

Katrina Creedon - Corporate Nurse, Heart of England Foundation NHS Trust. Research modules in the 1st year of a Masters in Healthcare Research.

Modules: 'Research methods and Project Management & Research Governance.'

Joanna De Souza - Lecturer in Nursing, Faculty of Nursing and Midwifery, King's College London. 1st year of PhD.

Modules: 'Philosophy of Research', 'Quantitative and Qualitative Data Analysis', 'Ethics in Arts' and 'Social Sciences Research & Thesis Writing.'

THE MENAT TRUST RESEARCH SCHOLARSHIP

Anna Connolly - Band 5 Staff Nurse (child), PICU, Freeman Hospital, The Newcastle Upon Tyne Foundation Trust. Practice Evaluation module as part of an MSc in Professional Development.

Study: 'The increasing need for bridge to transplantation in congenital heart disease patients and an evaluation of the impact on nursing roles and service provision.'

Fiona Lynch - Nurse Consultant, Evelina London Children's Hospital, Guy's & St Thomas' NHS Trust. 1st year of PhD.

Study: 'To explore how patient diaries are used and what features contribute to the usefulness of patient diaries for children, families and healthcare professionals during and after a PICU admission.'

THE NHS PROFESSIONALS RESEARCH SCHOLARSHIP

Rhoda Flynn - Lead HDU Midwife, Heart of England NHS Foundation Trust. MRes.

Study: 'An exploration of women's birth experiences in Obstetric High Dependency through story telling.'

Claire Hargrave - Primary Nurse, Mother and Baby Unit, Bethlem Royal Hospital, South London and Maudsley NHS Foundation Trust. Dissertation as part of an MSc in Nursing.

Study: 'To conduct an interpretive phenomenological study into the experience of partners of women who have been admitted into the psychiatric inpatient unit with their infants.'

Moya Kirmond - Senior Staff Nurse, King's College Hospital. MSc Dissertation.

Study: 'One Chance: Evaluating the effectiveness of palliative and end of life care on acute surgical and trauma units'

Jennifer McEwan - Staff Nurse, The Great North Trauma and Emergency Centre, Royal Victoria Infirmary, The Newcastle Upon Tyne NHS Foundation Trust. MSc Education in Professional Practice.

Study: 'Explore the feelings and experiences of staff within the Emergency Department in relation to violence and aggression.'

Jacqueline Sinclair - Deputy Director of Nursing/Divisional Nurse Director Surgery & Associated Services, The Royal Free Hospital NHS Foundation Trust. Doctorate in Healthcare.

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

Lindsey Udberg - Senior Sister, Great North Trauma and Emergency Centre, Royal Victoria Infirmary, The Newcastle Upon Tyne NHS Foundation Trust. MSc Education in Professional Practice.

Study: 'How can we improve the training within the emergency department in regards to sepsis care for qualified nurses to improve both patient safety and help staff development and empowerment?'

THE STEPHANIE THOMPSON MEMORIAL TRUST RESEARCH SCHOLARSHIP

Daisy Sandeman - Clinical Nurse Practitioner, Cardio Thoracic Unit, Royal Infirmary of Edinburgh, NHS Lothian. 4th year of PhD.

Study: 'To identify the incidence of post-traumatic stress symptoms in patients with delirium following cardiac surgery and explore this patient experience.'

DELIRIUM SUPERIMPOSED ON DEMENTIA: CLOSING THE “KNOW-DO GAP”

Report ABSTRACT*



Background: This paper details the second year of a PhD. As the research study is ongoing and unpublished this report reflects on the year from a personal stance, discussing pertinent points throughout the year and how these have influenced the study. In tandem to my personal reflections, key areas for consideration and subjects that have become exposed throughout the year are discussed in relation to how these have impacted on the study direction.

Research Aims: The research aims to explore the concept of care delivery and knowledge underpinning that registered mental health nurses (RNMH) use in practice when looking after patients with delirium superimposed on dementia (DSD). It is envisaged that data will be collected to illuminate what experiences of care the RNMH participants have had, what they base their care and clinical decisions upon, what helps or hinders them in practice and if there is an organisational way to move the DSD care agenda forward. The paper explores the variance between the conditions of delirium, dementia and DSD.

Methods: For this phase of the research, an extensive literature review was undertaken. The search strategy was twofold. For each phase a list of key terms was devised, applied and refined. Clinical databases were searched alongside hand searching reference lists and literature discussed with peers. Phase one identified literature relating to DSD and nursing care whilst phase two pertained to nursing knowledge, use of knowledge and factors that impact on evidence use in practice.

Analysis of Information: Delirium superimposed on dementia is a confusing clinical condition. Often the new presentation of delirium is associated with an underlying dementia. With delirium being recognised as a preventable and treatable condition, failure to assess for delirium may impact negatively on patient outcomes. One key identifying factor for delirium, and thus DSD in a person with dementia, is the presence of an acute and often fluctuating nature of presentation. This may be used to identify a potential DSD and commence appropriate assessments. Driving the need for robust understanding and assessment is the findings that those who have a diagnosis of DSD may have a significantly increased mortality rate within one year of diagnosis. It is in these findings that the urgency and pertinence of understanding how care is understood, delivered and its underpinning foundations can be seen.

Extensive literature searching exposes a significant gap pertaining to RNMHs perspectives using evidence or knowledge in practice. Professionally bound by the Nursing and Midwifery Council code to deliver care that is evidence based, questions still remain around nurses research literacy and ability to “use” research and evidence to base practice upon. Significant to the study is the lack of information or research conducted with RNMHs and delirium, dementia or indeed DSD.

Reflections: The research award has impacted on me both professionally and personally. I have gained greater insight into conducting formal research. Affording me the time and recognition of the importance of nurses conducting research for nurses, I have been able to advance my professional career and seek full time employment lecturing at a University. I have been challenged to undertake areas of study which are complex but of great benefit and explore writing academic papers for publication.



** 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.*

TRAVEL SCHOLARSHIPS

Travel Scholarships provide an opportunity to study practice elsewhere in the United Kingdom and/or overseas to enhance care in the UK.

These scholarships are awarded for projects connected with the applicant's field of work and which will benefit their patients/service users and the profession more widely.



THE FLORENCE NIGHTINGALE FOUNDATION TRAVEL SCHOLARSHIPS 2015-2016

THE BAND TRUST TRAVEL SCHOLARSHIP

Gail Trotter - Family Nurse Partnership (FNP), Clinical Director, NHS Education for Scotland (NES).

Study: 'Sharing the learning in establishing an excellent organisational culture for implementing the Family Nursing Partnership Programme in Scotland and understanding further how to target the programme to those who need it most' with a planned visit to Colorado, USA.

THE CHIEF NURSING OFFICER FOR ENGLAND TRAVEL SCHOLARSHIP

Claire Whitehouse - Lead Nurse for Research, Clinical Research Facility, Research and Development Department, The James Paget University Hospital.

Study: 'The review of Nursing Research Structures and roles across the UK and Ireland to increase involvement and impact of nurses and midwives in research and improve patient care' with planned visits to England, Ireland, Scotland and Wales.

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

Jane Curran - Team Lead Adult Eating Disorder Service, Southern Health and Social Care Trust.

Anne McKenny - Clinical Services Manager, Belfast Health and Social Care Trust.

Imelda McLeod - Clinical Service Manager Adult Eating Disorder Service, Northern Health and Social Care Trust.

And **Angela O'Neill** – Team Lead Adult Eating Disorder Service, Western Health and Social care Trust.

Joint Study: 'Community treatment is best for adults with eating disorders across Northern Ireland' with planned visits to Canada and Italy.

THE DR JP SMITH TRAVEL SCHOLARSHIP

Jane Appleton - Professor in Primary and Community Care, Oxford Brookes University.

Study: 'Safeguarding and protecting children: an international examination of public health nursing practice' with planned visits to Denmark, Norway, Sweden and Finland.

THE GENERAL NURSING COUNCIL FOR ENGLAND AND WALES TRUST TRAVEL SCHOLARSHIP

Gary Francis - Associate Professor, Practice Skills Learning & Simulation, School of Health & Social Care, London South Bank University

Study: 'An International scoping of advanced simulation techniques for improving the preparedness of student nurses for 'real world' patient centred practice' with planned visits to Australia and London and/or Manchester.

Stephen Taylor - Lead nurse, West London Mental Health Trust.

Study: 'The use of Cognitive Analytic Therapy (CAT) at the Orygen Youth Health Clinical Programme in Melbourne' with a planned visit to Australia.

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

Ruth Auton - Senior Nurse, Health Education England.

Study: 'Comparisons of the Scope of Practice and Education Attainment of Registered Practical Nurses (RPN) in Canada to the Proposed Nursing Associate (NA) in England' with a planned visit to Canada.

THE JAMES TUDOR FOUNDATION TRAVEL SCHOLARSHIP

Sarah Neill - Associate Professor in Children's Nursing, Institute of Health and Wellbeing, University of Northampton.

Study: 'An international comparison of nurses' roles in first contact health services for acutely ill children under five years of age' with planned visits to Finland, Sweden and Italy.

THE RCN FOUNDATION TRAVEL SCHOLARSHIP

Suzan Robinson-Southey - Consultant Nurse, Queen Elizabeth Hospital Kings Lynn.

Study: 'The design of emergency departments for frailty and older people' with planned visits to the USA and Canada.

Alison Bunce - Compassionate Inverclyde Programme Lead, Ardgowan Hospice.

Study: 'An international comparison of Compassionate Communities and informal support networks at the end-of-life' with planned visits to Australia, India and London.

Martina Meenan - Nurse Education Consultant, HSC Clinical Education Centre, Altnagelvin Hospital.

And **Moira Mallon** - Nurse Education Consultant, HSC Clinical Education Centre, Altnagelvin Hospital.

Joint Study: 'The lived experience of person centred care in a dementia village' with planned visits to Amsterdam and the UK.

THE SANDRA CHARITABLE TRUST TRAVEL SCHOLARSHIPS

Vanessa Heaslip - Principal Academic Nursing, Bournemouth University

Study: 'Towards addressing health inequalities of marginalised communities; using Gypsy Roma Travellers as the model' with planned visits to New Zealand and Across the UK.

Joanna Kirby - Family Support Sister, Neonatal Intensive Care Unit, Plymouth Hospitals Trust.

And **Roisin McKeon-Carter** - Clinical Director Neonatal Services/ Advanced Neonatal Nurse Practitioner, Neonatal Intensive Care Unit, Plymouth Hospitals Trust.

Study: 'Family Integrated Care on the Neonatal Intensive Care Unit' with planned visits to Canada, Estonia and the UK.

Robert Nettleton - Education Advisor, Institute of Health Visiting.

Study: 'Clinical leadership for the 1001 critical days across boundaries in South Africa' with a planned visit to South Africa.

Audrey Morrison - Research Practitioner, Beatson West of Scotland Cancer Centre, NHS Greater Glasgow & Clyde.

Study: 'Decision making practices and assessments concerning stability of the spine and early mobilisation in patients admitted with metastatic spinal cord compression' with planned visits to Singapore, the USA and the UK.

Julia Judd - Advanced Nurse Practitioner, Southampton University Hospital.

Study: 'Defining expertise in children's orthopaedic nursing to establish competencies and educational pathways for nurses in this speciality' with planned visits to Australia and Northern Ireland.

Arlene Kerr - Lecturer: Education, School of Nursing and Midwifery, Medical Biology Centre, Queen's University.

Study: 'Developing regional guidelines for the transition from children's to adult services for young adults with life-limiting conditions in Northern Ireland through learning from the 'OnTrac' transition programme team at British Columbia Children's Hospital, Vancouver, Canada and other UK centres.'

THE SCOTTISH GOVERNMENT TRAVEL SCHOLARSHIP

Helen Robbins - Associate Director of Nursing, NHS Grampian.

Study: 'Will the Magnet Recognition Programme translate into a UK/ Scottish NHS Board and professional nursing environment?' with planned visits to Australia and the UK.

COMPARING SERVICES AND PROVISION FOR YOUNG PARENTS AND
THEIR FAMILIES IN THE UNITED KINGDOM AND AUSTRALIA;
IMPROVING HEALTH AND WELLBEING BY SUPPORTING YOUNG
PARENTS AND THEIR FAMILIES

Report ABSTRACT*



Background: The first five years of life are a crucial period for child health and development and a variety of services are available to support parents in these early years. Parenting support for young people is seen as a priority for policy makers in most Western countries and specialist projects set out to address the needs of teenage parents.

Some young parents face significant challenges as they transition from adolescence to adulthood and statistics show young parents and their children have a greater likelihood of experiencing poverty, poor physical and mental health, problems with substance misuse, low educational attainment and lower rates of economic activity in later life.

The diverse needs of the client group are well documented (Public Health England 2015, Trueland 2103, Duffin 2013) acknowledging the complexity within a health and social care context; this includes the challenge faced in engagement and building relationships as young parents (and parents to be) are reluctant to access mainstream services (Thompson and Wood 2012) .

A range of different initiatives and projects are provided to meet the specific needs of young parents by supporting health, social, educational, emotional and financial needs of teenage parents with an overall aim of improving the quality of life for both themselves and their children. In the UK evidence based models provide support to young parents through initiatives that aim to improve life chances by supporting mental, social and emotional development. Although identified as challenging work, analysis of outcome measures demonstrates a value in these services; the long term benefits of improving outcomes are predicted to balance out the cost of these intensive support programmes.

Specialised provision is required to address the complex needs and support young people as they transition to adulthood and parenthood.

The purpose of the study was to observe identified services supporting young parents and their families and learn how best to address the complex needs. Evidence based practice was observed including the implementation of a specialist support service together with an exploration of policy and work at an organisational level. The

Florence Nightingale Foundation Travel Scholarship and The Welsh Government Travel Scholarship provided an opportunity to study practice in the United Kingdom (UK) and overseas with the aim of enhancing the care provided to young parents and improve health and wellbeing outcomes for them and their children in the UK and specifically in Wales. Whilst the study focus initially was on young parents considering the ante-natal period is vital.

Visits were made to the following hospitals, family centres, youth services and universities in order to gather information to help meet the aim of the study and identify the key components of successful services for young parents and how best to implement the evidence.

- Family Centre Ultimo, Sydney
- Family Centre Wollongong, Illawarra
- Sydney Children's Hospital
- Deakin University, Melbourne
- University of South Australia, Adelaide
- Metropolitan Youth Centre, Adelaide
- Manchester University
- Liverpool Women's Hospital

Informal interviews were held with key players in all sites and I observed practice in the family and youth centres. Reflection during the visits, and on return, informed the analysis of the information gathered.

Findings: Not surprisingly the problems faced by young parents in the UK are similar to those faced abroad. The key characteristics of the successful projects included effective leadership and highly motivated staff who had a passion for and enjoyed working with young people. Collaborative multiagency partnerships can be difficult to achieve especially where the needs of the client group are diverse however the models observed were based on one site and provided a range of services which set out to address health and social care needs together with support for child care and education. Overall it was observed that there was an overt non-judgemental approach with a public health ethos which engaged young parents and supported their development. Key to improving outcomes for future generations is the community-based, collaborative support program engaging with young mothers, their children and pregnant young women from diverse backgrounds. The *Talking Realities... young parenting* program is an award winning community based support project in South Australia; designed to meet local community needs it aims to improve the social, health and education outcomes for young parents and their children with a focus on supporting young people to attend school. Models used include group work and peer education which supports young parents to make informed choices regarding early parenthood.

Recommendations:

- To disseminate the findings, sharing the lessons learnt about how best to support young parents. Presentations will be made to those working in local parenting support groups, specialist community public health nurses, midwives and the wider audience.
- To share the findings with the sponsor (Welsh Government) to further raise awareness of the diverse needs of young parents and their families and the importance of specialised provision.
- To conduct a Wales wide scoping exercise to develop specific robust policy and bespoke services which will address the needs of marginalised vulnerable young parents who are known not to access mainstream provision.
- Establish a Young Pregnant Parenting Network
- Establish within the new Innovation Hub in Bangor University a centre specific focus on research with children and young people's nursing building on international links and networking.

Conclusion: The travel scholarship has provided a wealth of experience which has widened knowledge and understanding both in the specific needs of young parents and how best to address the needs. The lessons learnt will inform local practice and provide a platform for further research.



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THE FLORENCE NIGHTINGALE FOUNDATION LEADERSHIP DEVELOPMENT SCHOLARSHIPS 2016-2017

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 undertake a patient/user care improvement project, to develop personal leadership and career progression.

BUPA LEADERSHIP SCHOLARSHIPS

Clare Cable	Chief Executive and Nurse Director, Queen's Nursing Institute Scotland.
Sue Roberts	Professional Standards Manager, Bupa UK.

THE BURDETT TRUST FOR NURSING LEADERSHIP SCHOLARSHIPS

Joanne Bosanquet	Deputy Chief Nurse, Public Health England (PHE).
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CHIEF NURSING OFFICER FOR ENGLAND BLACK AND MINORITY ETHNIC LEADERSHIP SCHOLARSHIP

Laura Serrant	Professor of Nursing, Faculty of Health and Wellbeing, Centre for Health and Social Care Research, Sheffield Hallam University.
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THE COUNCIL OF DEANS LEADERSHIP SCHOLARSHIPS

Brian Boag	Interim Dean, School of Nursing, Midwifery, Social Work & Social Sciences, University of Salford.
Debra Salmon	Deputy Dean, School of Health Sciences, City University London.

THE GARFIELD WESTON FOUNDATION LEADERSHIP SCHOLARSHIPS

Amanda Croft	Executive Director of Nursing, Midwifery and Allied Health Professions, NHS Grampian.
Angela Reed	Senior Professional Officer, Northern Ireland Practice And Education Council For Nursing And Midwifery.
Lynne Wiggins	Regional Chief Nurse, Midlands and East, NHS England.

HEALTH EDUCATION KENT, SURREY AND SUSSEX LEADERSHIP SCHOLARSHIPS

Helen Burn	Deputy Chief Pharmacist, Maidstone and Tunbridge Wells NHS Trust, Pharmacy Department.
Allison Cannon	Chief Nurse, Eastbourne, Hailsham and Seaford and Hastings and Rother Clinical Commissioning Group .
Emma Costello	Clinical Lead - Dementia and Locum GP, High Weald Lewes Havens CCG.
Michael Flanagan	Consultant Nurse & Clinical Lead, Drug & Alcohol Services, Surrey & Borders Partnership NHS Foundation Trust.
Lesley Spencer	Director of Patient Care and Strategic Development, Princess Alice Hospice.

HEALTH EDUCATION NORTH, CENTRAL AND EAST LONDON LEADERSHIP SCHOLARSHIPS

Joan Myers	Nurse Consultant for Children and Young People/ Senior Lecturer for Community Children's Nursing, North East London NHS Foundation Trust.
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Dr Pauline Milne MBE, Health Education North Central and East London Leadership Scholar 2015-16

Report ABSTRACT*



Introduction: This report provides an overview of my learning and development during my leadership scholarship, which was generously sponsored by the Florence Nightingale Foundation and Health Education North Central and East London.

Background: I applied for a Florence Nightingale Foundation Leadership Scholarship to further develop my leadership skills and potential and to be better prepared for the next level of career opportunity, particularly as I felt that I was at a crossroads in my career. Also I had recently undertaken part-time PhD studies whilst working full-time and I had become very focused on completing my research but upon reflection, I realised that perhaps this had been to the detriment of my broader professional and career development.

Learning and Development

As I embarked on my scholarship year I was determined to make the most of the learning opportunities available, whilst ensuring that these were aligned to my personal and professional development needs as identified through the leadership diagnostic work I had undertaken with Sue Machell. I researched potential leadership programmes to find one that was the 'best fit' and I planned other educational opportunities and visits around my patient care improvement project.

Participating in the Leading Change and Organisational Renewal (LCOR) programme was an excellent opportunity to get to know the other scholars. Working through the LCOR framework to investigate current healthcare issues with a small team of fellow scholars was helpful and enabled me to feel confident in applying this new methodology in my work settings.

In May I travelled to Boston to participate in the Women and Power Programme at the Harvard Kennedy School of Government. This was a rich learning experience with over 50 participants from a number of different countries and professional backgrounds. My learning during this programme included:

- gaining greater insight into gender equality and bias
- a better understanding of the impact of gender upon career negotiations
- analysing my networks and identifying where gaps exist
- developing my career story
- how to use storytelling for maximum impact
- a better understanding of immunity to change

The Westminster Experience helped me to gain a better insight into the work pressures of the Secretary of State for Health and his team and how a broad range of factors can impact upon the development and implementation of policies. Furthermore it enabled me to enhance my media communication skills.

The three day programme at RADA was one of the most interesting and insightful training programmes I have ever undertaken. I found it particularly beneficial as it enabled me to gain greater understanding of how I can improve my communication skills in particular contexts, for example managing challenging behaviours, as well as achieving greater personal presence and impact.

Patient Care Improvement Project: The overarching aim of my patient care improvement project was to gain greater knowledge and insight into international models of nursing excellence and their impact upon the quality of patient care and nursing recruitment and retention. I was also interested in their transferability to the UK context.

On investigating options to improve recruitment and retention, I became increasingly interested in the American Nurses Credentialing Centre (ANCC) Magnet® recognition programme which is synonymous with high quality patient care delivered through a well-educated, highly engaged nursing workforce. I was however aware that other scholars were either interested in or had completed projects in this area and I did not wish to replicate work which had already been undertaken. Therefore in addition to the Magnet® Recognition Programme, the other models I considered were the ANCC Pathway to Excellence® Programme, the Planetree Patient-Centred Designation Programme and Buurtzorg model of nurse led community care.

I undertook literature reviews and mapping work to identify the key principles and concepts behind each of the models of nursing excellence and quality under review.

I visited the two organisations currently pursuing Magnet® accreditation in the UK, I spoke to senior nurses with first-hand experience of the Magnet® journey and I participated in the UK Magnet Alliance and research sub group.

In order to see first-hand the impact of these models in accredited organisations, I visited two hospitals in the United States of America - Mount Sinai Hospital, New York City and the Elmhurst Hospital, Chicago both of these organisations had Magnet® recognition and Elmhurst had also achieved Planetree Patient-Centred Designation with distinction.

I attended the Planetree conference in Chicago which provided me with the opportunity to learn about the fundamental principles of Planetree Patient-Centred Designation. It was estimated that 15% of the Planetree journey relates to changes in the physical environment, whilst 85% relates to the people in the organisation. Planetree Patient-Centred Designation provides a structured, operational framework

for evaluating the organisational systems and processes necessary to sustain organisational culture change. Under the Planetree philosophy the workforce is highly valued and opportunities to be involved in staff retreats resulted in positive outcomes for staff and patients.

A Planetree Patient-Centred Learning collaborative is underway with the National University to transform the learning and lived experiences of students, faculty and the university and this is of particular interest to me in my role within Health Education England.

Reflections: The past 12 months have been an amazing experience and I have developed in so many ways both professionally and personally. As a result of participating in the Women and Power programme and the communication workshops at RADA, I now have greater ownership of my personal power and authority, accompanied with an increased confidence and gravitas.

My personal insight benefited from the leadership diagnostic work at the beginning of the programme and through reflective discussions with my excellent mentor. I have worked hard to build on my strengths whilst addressing my weaknesses. This has not always been easy as it has taken me out of my comfort zone on many occasions but ultimately I now feel I have more rounded and fine-tuned leadership skills and greater personal insight.

During my scholarship I met so many inspirational leaders at all levels, in both the UK and USA, and I have observed and learned from their approaches. I recognise that this development work is part of a longer journey and I commit to continuing to develop and improve in my future career.

I also intend to identify ways to continue to develop the work I have undertaken to review models of nursing excellence and seek out opportunities to influence the development of a UK model of nursing excellence, which drives improvements in patient-centred care and supports nursing recruitment and retention.



** 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 ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIPS 2016-2017

New for 2016-17 are the Aspiring Nurse Director Leadership Scholarships supported by a number of sponsors. The scholarships are for experienced Nurses and Midwives who have the potential to secure a Board level position in the next 2-3 years and are enthusiastic about improving health services and are both personally and professionally ambitious to improve patient care.

The bespoke scholarship includes the following core elements:

- An in-depth personal leadership skills assessment, mentorship, and specially commissioned inputs on quality improvement techniques and the politics of healthcare;
- Using data to drive organisational performance, networking and building alliances and report writing;
- Access to a co-consulting group and participation in sessions designed to increase skills in personal influence, communication, personal impact and negotiation;
- An opportunity to undertake a structured visit to comparative services elsewhere in the UK or overseas to further develop the selected patient care improvement project.

BUPA ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIP

Lucy Brown

Head of Clinical Talent/PICU Bank Nurse, Bupa.

THE BURDETT TRUST FOR NURSING ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIPS

Elaine Coghill

Trust Lead Nursing & Midwifery & Allied Health Professional (NMAHP), Research, Education & Practice Development, The Newcastle upon Tyne Hospitals NHS Foundation Trust.

Julie Gray

Head of Nursing & Quality, The Christie NHS Foundation Trust.

THE CHIEF NURSING OFFICER FOR ENGLAND BLACK AND MINORITY ETHNIC ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIP

Arlene Wellman Associate Director of Nursing (Clinical Standards), Hampshire Hospitals NHS Foundation Trust.

THE GARFIELD WESTON ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIP

Jacqui Burrow Divisional Director of Nursing, Salford Royal Foundation Trust.

HEALTH EDUCATION KENT, SURREY AND SUSSEX ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIPS

Rachael Corser Deputy Chief Nurse, West Hertfordshire Hospitals NHS Trust.

Gemma Craig Lead Cancer Nurse / Matron Cancer and Haematology, Maidstone and Tunbridge Wells NHS Trust.

Donna Lamb Associate Director Quality & Clinical Excellence, Hounslow and Richmond Community Healthcare NHS Trust.

Jessica Read Local Supervising Authority Midwifery Officer for London, NHS England (London).

Jacqueline Vincent Head of Nursing, Hertfordshire Partnership NHS University Foundation Trust (HPFT).

Claire Wedge Head of Governance and Patient Safety, Wirra Community NHS Foundation Trust.

HEALTH EDUCATION NORTH, CENTRAL AND EAST LONDON ASPIRING NURSE DIRECTOR LEADERSHIP SCHOLARSHIPS

Mercy Wasike Community and Primary Care Nurse Lead, Health Education England - North Central and East London.

THE FLORENCE NIGHTINGALE FOUNDATION EMERGING LEADERS SCHOLARSHIPS 2016-2017

The Emerging Leaders' 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 BURDETT TRUST FOR NURSING EMERGING LEADERS SCHOLARSHIPS

Lena Abdu	Clinical Team Leader 0-19 Service, First Community Health & Care.
Alice Denga	Matron, Guy's and St Thomas NHS Foundation Trust.
Sarah Jones	District Nurse Team Leader, Wirral Community Trust.
Moses Mburu	Band 7 Team Leader, Hertfordshire Partnership NHS Foundation University Trust.
Amy Uren	Senior Nurse, Cwm Taf University Health Board.

CHIEF NURSING OFFICER FOR ENGLAND BLACK & MINORITY ETHNIC EMERGING LEADERS SCHOLARSHIPS

Rhonda Pickering Head of Quality (Contracting), West
Leicestershire Clinical Commissioning Group.
Hartness Samushonga Locality Service Manager, Humber Foundation
Trust NHS.

HEALTH EDUCATION KENT, SURREY AND SUSSEX EMERGING LEADERS SCHOLARSHIPS

Sakina Jaffrey Matron, Ashford and St Peters NHS Trust.

HEALTH EDUCATION NORTH, CENTRAL AND EAST LONDON EMERGING LEADERS SCHOLARSHIPS

Karen Turner Therapy Lead at Marie Curie Hospice
Hampstead and Service Lead, Oncology
Therapy Team, Royal Free London NHS
Foundation Trust and Marie Curie Hospice
Hampstead.

THE TEENAGE CANCER TRUST EMERGING LEADERS SCHOLARSHIP

Jamie Cargill Teenage Cancer Trust Lead Nurse, Teenagers
and Young Adults with Cancer, South West
University Hospitals Bristol NHS Foundation
Trust.
Joanna Poole Teenage Cancer Trust Lead Nurse (East
Midlands), Nottingham University Hospitals NHS
Trust.

THE WELSH GOVERNMENT EMERGING LEADERS SCHOLARSHIP

Deborah Harris Senior Nurse Surgical & Head & Neck Acute
Services, Cwm Taf University Health Board.

Report ABSTRACT*



My aims for the scholarship were to learn more about myself through the in-depth personal assessment of leadership capabilities in order to more competently fulfil my current role. I hoped that I would be inspired to set more specific long term career goals. I was incredibly conscious that I had worked within the specialist field of Teenagers and Young Adults (TYA) with Cancer for the majority of my career, so I saw the scholarship as an opportunity to step outside the care setting I was familiar with.

‘Emerging’ alongside others I hoped would share my enthusiasm and passion for nursing and high standards of care was also very appealing as I have always enjoyed developing and exploring new challenges in the company of others, learning with, from and about each other. In short, I was searching for help, guidance and support from a variety of sources within the scholarship process to be a better version of myself.

I approached the scholarship and the opportunities it presented as a chance to step into the unknown and to explore aspects of health care and leadership that I knew little or nothing about. Through the core elements of the scholarship I underwent an in depth leadership assessment and in a supportive environment began to consider this new found knowledge in relation to my 360 report. I began to increase my own personal self-awareness and understand my sphere of influence with more clarity.

The RADA in business training was transformational. The practical tools, physical and vocal awareness training encouraged me to consciously practice being an authentic version of myself. My new found knowledge has bolstered my self-belief and assisted me in beginning to manage my internal critic. This led me to the House of Colour sessions. These consisted of practical guidance around the right colours and style of clothes to wear, in line with your body shape, personality and character. Clearer understanding of external presentation and how this can impact others judgements has been exceptionally invaluable. Dressing with confidence has worked in congruence with my internal efforts of self-improvement.

I have been empowered through the scholarship to make more direct approaches to others for advice, guidance and learning. By pushing on these doors my understanding of both health care and third sector, politics, power and influence has hugely increased. This new found comprehension has opened my eyes to the importance of understanding the context of my leadership, that of my service and how best to successfully address changes.

Time spent reflecting on what it means to nurse, considering the essence of my vocation, and identifying my own internal values has enhanced my understanding of my personal and professional motivations for high standards of care delivery. I am developing a courage to try and fail, be honest about my mistakes and see this as a positive opportunity for development. This, in partnership with inspirational examples of leadership experienced through the scholarship has created an emerging professional integrity.

One of the biggest impacts on my learning has been my scholarly peer group. The friendship, support and universal 'can do' positivity has been invaluable. I have felt exceptionally safe and encouraged by the relationships and network they provide. The constant source of joy, humility and shared experience has defined us as a group. We have inspired each other as 'bright spots' to move on with confidence, integrity and to light up the metaphorical dark corners of nursing that we find in our day to day practice.

The relationship with my Mentor has been a highlight of my scholarship as there was an emotional and theoretical connection from the outset. Together we approached the relationship with a willingness to commit to the situation, however despite this personal awareness we were both surprised by the depth of the shared journey. Through a critical companionship there was transformational learning. My reflexive skills have grown through the support of this relationship, supplemented by the coaching sessions I accessed. Within the report I use the process of reflection and my mentor relationship to demonstrate my personal development.

Travelling to Romania was both a personal and professional challenge and an inspirational adventure. Hosted by the Romanian charity 'LittlePeople' my aims were to see TYA cancer care in a different health setting and country, to meet with the multidisciplinary teams providing cancer care, and to spend time with a charity whose aims were similar to Teenage Cancer Trust. I went the week before Christmas to observe a survivorship event and celebratory Gala evening. I tried hard to understand the context in which care was delivered, from a political, socioeconomic and health care service perspective. I acknowledge that this is very complex and that I might have inadvertently misunderstood or naively interpreted something in my busy schedule. However, I was able to draw comparisons between the two countries care settings, was inspired and moved by the dignity and passion of the people I met. In this report I used this trip to explore my developing practice as a leader.

My patient care improvement project was the implementation of RCN approved TYA Nursing competences and career framework with a small number of colleagues across both the adult and paediatric settings. The project was concurrently evaluated by Professor Jane Coad. The framework defines a distinct nursing speciality that I am passionate about. Nurses consented to take part and were then assigned a senior TYA colleague to support them in the development of individual practices. Challenges to the implementation process included perceptions of the word competence, attitudes to self-investment and some practical elements around the use of the document.

My eternal gratitude to Elizabeth Robb and the Florence Nightingale Foundation for seeing potential in me. To Teenage Cancer Trust for funding my Scholarship, in particular Sam Smith for her professional leadership. To Dee Sissons, my mentor for her wise council, encouragement and critical companionship. To Katie Rizvi and the LittlePeople charity who are inspirational and have much to share with the wider TYA Specialist community. To Professor Jane Coad for her research knowledge and guidance. To colleagues at University Hospitals Birmingham, Philip Norman, Hayley Flavell and Emma Steele for their nursing leadership insight and the wonderful TYA Service and YPU ward team.

Thank you for helping me on my continuing journey to be a better version of myself.



** 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.*

Presentation of Certificates

On Monday 5th December, our biennial Presentation of Certificates ceremony was held at The Governors' Hall, St Thomas Hospital, London.

This event enabled 76 leadership, research and travel scholars who had completed their scholarships in the previous two years to collect their certificate of completion and FNF badge, as pictured.

We were very grateful to the London Network for Nurses and Midwives for sponsoring the event and to the British Journal of Nursing (BJN) for printing the ceremonial booklet. We were delighted to welcome Julie Smith, Editor, and Sarah Kahn, Deputy Editor, of the BJN to the event, and scholars made the most of the opportunity to share their work and explore opportunities for publishing.

A networking lunch allowed scholars to reconnect with one another, meet their sponsors and speak with FNF Trustees. Our Chairman, Bryan Sanderson CBE, then opened the ceremony and introduced our new President, Baroness Watkins of Tavistock, who gave a compelling speech on the integrity of nurses, setting the tone wonderfully for the ceremony that followed. As part of the event, leadership scholars Iain Beith and Joanna McCormick, research scholar Joy Darch and travel scholar Dorcas Gwata gave short presentations on the outcomes of their scholarships, highlighting the benefits to patient care arising from the scholarship experience. The afternoon was enjoyed by all and we were very proud to be able to award certificates and FNF badges to so many deserving scholars. Congratulations again to them all.



Our next Presentation of Certificates Ceremony will take place in late 2018 for all scholars who complete their scholarship between now and then.

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 to work systematically to disseminate research findings and 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 and Vale University Local Health Board / Cardiff University (to February 2016).



Professor Candy McCabe

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Royal United Hospitals 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 Vivien Coates

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Western Health and Social Care Trust / University of Ulster.

Professor Bridget Johnston

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, NHS Greater Glasgow and Clyde / University of Glasgow.



Professor Fiona Nolan

Florence Nightingale Foundation Chair in Clinical Mental Health Nursing Practice Research, North Essex Partnership University NHS Foundation Trust / University of Essex.

Coming in 2017...

Professor Michelle Briggs

Florence Nightingale Foundation Chair in Clinical Nursing Practice Research, Central Manchester University Hospitals NHS Foundation Trust / University of Manchester (w.e.f 1st January 2017).



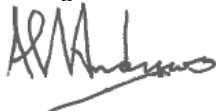
ANNUAL STATEMENT OF GOVERNANCE PRACTICES

Good governance in charities is at the heart of their success. The FNF Governance Sub Committee is charged with insuring 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.

In the course of the year, the Governance Committee addressed the following issues:

- **An Information Governance Audit** This was undertaken on 8th August, 2016 by the Foundation's auditor. He reported that there had been 2 small breaches of personal and sensitive data which had been recorded and shared as part of the audit. Training was subsequently undertaken by all members of staff on personal and sensitive data information governance policy and each had signed a document confirming they understood the policies. In all other respects, there are no identified causes for concern.
- **Corporate Risk Register** The Risk Register had been reviewed by the Chief Executive Officer, Auditor, and Chairman of the Governance Committee. Their recommendations were discussed by the committee and its recommendations to address and reduce risks where possible were taken to the executive committee and subsequently approved.
- **Policy Updates** The Foundation had seven policies requiring review. Following review, the procedures for social media, document retention, internal audit, protection of personal data, and volunteering together with the complaints and press and media policies have been revised and updated.
- **The NCVO Governance Wheel** The chairman brought the NCVO Governance Wheel, a tool to measure and support change in governance and leadership, to the committee. This was felt to be a useful and helpful tool and it was agreed that this would be used at the Foundation's next Executive Committee strategy away day.

The governance committee is assured that all likely risks to the Foundation arising from activities in 2016 have been identified and mitigated.



Andrew Andrews MBE
Chair, Governance Committee
March 2017

THE HONORARY TREASURER'S REPORT FOR 2016

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.

In 2016 the Foundation made an operating cash surplus on Unrestricted Funds of £3,770 (2015 surplus of £9,377) after transferring £40,000 from general reserves to fund the decrease in cash flow caused by the income and expenditure deficit of £36,230 (2015 surplus of £9,377).

When account is taken of the inter-fund transfer from legacies of £46,650 and the unrealised investment gain of £61,569, the Unrestricted Funds of the Foundation rose by £25,339 to £1,103,284 at 31 December 2016.

Scholarship & Restricted Funds

In 2016, the resources made available by sponsors were £1,411,258, the majority of which were awarded as scholarships in that year.

As at 31 December 2016, there are Scholarship and Restricted Funds available of £1,330,155, which are predominantly held in bank accounts until being allocated as scholarships over the next eighteen months.

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 2017

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 2016**

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THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATION INFORMATION
YEAR ENDED 31 DECEMBER 2016

Royal Patron	HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO
Patron	Sir Robert Francis QC
President	Baroness Emerton DBE DL (to 14 June 2016) Baroness Watkins of Tavistock (from 14 June 2016)
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
Deputy Chief Executive	Ms Abigail Masterson
Leadership Programme Manager	Mrs Janet Shallow
Office Manager	Miss Larissa Worwood
Marketing, Events and Fundraising Co-ordinator	Miss Rose Woodall Simmons
Other Members	Mr Andrew Andrews MBE Professor Martin Bradley OBE Mr Neil Chrimes Miss Katrina Cooney Dr David Foster Professor Ann Lloyd Keen Dr Elaine Maxwell (to 13 March 2016) Professor Trish Morris-Thompson (to 13 September 2016) Mr Peter Siddall Captain Alison Hofman RN Professor Fiona McQueen Mr David Hulf (from 1 February 2016)
Auditors:	Gilbert Allen & Co. Churchdown Chambers, Bordyke, Tonbridge, Kent TN9 1NR
Bankers:	Coutts & Co 440 Strand, London WC2 OQS 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 2016**

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 2016.

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 2016, the level of scholarships received on behalf of our sponsors was £1,254,246.

FINANCIAL REVIEW

In 2016 the Foundation made an operating cash surplus on Unrestricted Funds of £3,770 (2015 surplus of £9,377) after transferring £40,000 from general reserves to fund the decrease in cashflow caused by the income and expenditure deficit of £36,230 (2015 surplus of £9,377).

When account is taken of the inter fund transfer from legacies of £46,650 and the unrealised investment gain of £61,569, the unrestricted funds of the Foundation rose by £25,339 to £1,103,284 at 31 December 2016.

Scholarship/Legacy Funds were £1,330,155 at the end of the financial year. It is anticipated these awards will be expended over the next eighteen months.

POLICIES

Reserves policy

The Charity has total reserves of £2,443,304 of which £1,340,019 are Scholarship Funds, Legacy Funds or Restricted Funds, the balance of £1,103,285 being Unrestricted Funds, which are freely available to fund general operations. The Trustees consider that there are sufficient Unrestricted Funds to allow it to cover known liabilities and contingencies, absorb setbacks and take advantage of change and opportunity in accordance with the Charity Commission's Guidance (CC19). Unrestricted Funds are also required to fund substantial monthly variations in income and expenditure and take into account contractual commitments and obligations. Should Unrestricted Funds reduce, there would be a reduction in income from fixed asset investments, which would result in the Administration Account being in substantial deficit. The overall effect of the issues above will require in excess of £400,000 Unrestricted Funds to be held in reserve.

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 £2,437,909. 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 2016

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 as 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



A handwritten signature in cursive script, reading "Bryan K. Sanderson", is written over a horizontal line.

Dated: 12/9/17

**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 2016**

We have audited the Financial Statements of Florence Nightingale Foundation for the year ended 31 December 2016 which comprise the SOFA, the Balance Sheet, the Cash Flow Statement 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 2016 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.

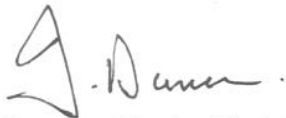
**THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)**

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE EXECUTIVE
FOR THE YEAR ENDED 31 DECEMBER 2016**

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: 15 September 2017

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

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2016

	Notes	Unrestricted Funds £	Scholarship/ Legacy Funds £	Restricted Funds (Note 13) £	Total Funds 2016 £	Total Funds 2015 £
Income						
Scholarship resources		-	1,254,246	-	1,254,246	817,454
Scholarship support		157,012	-	-	157,012	136,583
					<u>1,411,258</u>	<u>954,037</u>
Legacies		1,375	-	-	1,375	110,904
General donations and fundraising		67,977	-	-	67,977	77,294
Event sponsorship		19,500	-	-	19,500	19,100
Investment income	2	46,716	-	-	46,716	46,177
Total income		<u>292,580</u>	<u>1,254,246</u>	<u>-</u>	<u>1,546,826</u>	<u>1,207,512</u>
Expenditure						
Direct charitable expenditure	3	172,257	1,242,901	-	1,415,158	989,375
Fund-raising and publicity costs	4	70,271	-	-	70,271	58,872
Management and administration	5	132,932	-	-	132,932	94,438
Total expenditure		<u>375,460</u>	<u>1,242,901</u>	<u>-</u>	<u>1,618,361</u>	<u>1,142,685</u>
Net income / (expenditure) for the year	8	(82,880)	11,345	-	(71,535)	64,827
Inter fund legacy transfer		46,650	(46,650)	-	-	-
Net adjusted income/(expenditure) for the year		<u>(36,230)</u>	<u>(35,305)</u>	<u>-</u>	<u>(71,535)</u>	<u>64,827</u>
Other recognised gains and losses						
Gains in investments						
Unrealised	10	61,569	-	-	61,569	2,919
Net movement in funds		<u>25,339</u>	<u>(35,305)</u>	<u>-</u>	<u>(9,966)</u>	<u>67,746</u>
Total funds brought forward 1 January 2016		1,077,945	1,365,460	9,864	2,453,269	2,385,523
Total funds carried forward 31 December 2016		<u>1,103,284</u>	<u>1,330,155</u>	<u>9,864</u>	<u>2,443,303</u>	<u>2,453,269</u>

Note. In December 2016, the Board transferred £40,000 from general reserves to fund the income and expenditure deficit of £36,230 (2015 surplus of £9,377), which resulted in the Foundation making an operating cash surplus on Unrestricted Funds of £3,770.

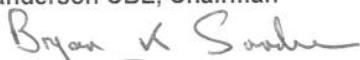
THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET
AS AT 31 DECEMBER 2016

	Notes	Unrestricted Funds £	Scholarship Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
Fixed Assets						
Tangible fixed assets	9	2	-	-	2	2
Investments	10	1,039,010	-	7,907	1,046,917	985,348
		<u>1,039,012</u>	<u>-</u>	<u>7,907</u>	<u>1,046,919</u>	<u>985,350</u>
Current Assets						
Debtors	11	5,579	-	-	5,579	28,421
COIF deposit account		-	430,176	1,957	432,133	194,297
Balances at bank on deposit and current accounts		86,564	872,295	-	958,859	732,723
Balances at bank on client account		-	27,684	-	27,684	527,527
		<u>92,143</u>	<u>1,330,155</u>	<u>1,957</u>	<u>1,424,255</u>	<u>1,482,968</u>
Creditors:						
Amounts falling due within one year	12	<u>27,871</u>	<u>-</u>	<u>-</u>	<u>27,871</u>	<u>15,049</u>
Net Current Assets		<u>64,272</u>	<u>1,330,155</u>	<u>1,957</u>	<u>1,396,384</u>	<u>1,467,919</u>
Net Assets		<u><u>1,103,284</u></u>	<u><u>1,330,155</u></u>	<u><u>9,864</u></u>	<u><u>2,443,303</u></u>	<u><u>2,453,269</u></u>
Funds						
Unrestricted		1,103,284	-	-	1,103,284	1,077,945
Scholarship	15	-	1,330,155	-	1,330,155	1,365,460
Restricted	13	-	-	9,864	9,864	9,864
		<u>1,103,284</u>	<u>1,330,155</u>	<u>9,864</u>	<u>2,443,303</u>	<u>2,453,269</u>

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

Mr Bryan Sanderson CBE, Chairman



Dr Colin L Reeves CBE, Honorary Treasurer

Dated:


12/9/17

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

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
Cash generated from operations activities		
Net Incoming Resources for the Year		
Unrestricted funds	(82,880)	9,377
Scholarship funds / legacy funds	11,345	58,075
Restricted funds	-	(2,625)
	(71,535)	64,827
Reconciliation to cash generated from operations:		
Cash out flow due to increase in debtors	22,842	(19,889)
Cash inflow due to increase in creditors	12,822	(24,652)
	35,664	(44,541)
Movements in working capital		
Net cash flow from operating activities	(35,871)	20,286
	(35,871)	20,286
Net (decrease) increase in cash		
Net cash resources at bank at beginning of year	1,454,547	1,434,261
Net cash at bank at 31 December 2016	1,418,676	1,454,547

Analysis of the Balances of Cash as Shown in the Balance Sheet

	£	£
COIF deposit account	432,133	194,297
Balances at bank on deposit and current accounts	958,859	732,723
Balances at bank on client account	27,684	527,527
At 31 December 2016	1,418,676	1,454,547

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2016

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.

i) Transition to FRS102

These are the first financial statements prepared in accordance with FRS102, there has been no material impact.

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2016

2. Investment Income	2016	2015
	£	£
Dividends from listed investments and deposit interest	46,716	46,177
	<hr/>	<hr/>
3. Direct Charitable Expenditure	2016	2015
	£	£
Scholarships awarded - sponsors	1,242,901	852,712
Scholarship selection expenses	2,256	1,196
Staff costs	161,873	122,711
Printing and stationery	2,973	5,582
Internet and computer expenses	2,789	2,757
Postage and telephone	2,366	1,792
	<hr/>	<hr/>
	1,415,158	986,750
	<hr/>	<hr/>
4. Fund-Raising and Publicity	2016	2015
	£	£
Commemoration service	10,859	11,457
Staff costs	47,600	40,943
Printing and stationery	840	1,535
Internet and computer expenses	598	591
Postage and telephone	709	896
Students day	3,165	3,450
Presentation of certificates	6,500	-
	<hr/>	<hr/>
	70,271	58,872
	<hr/>	<hr/>
5. Management and Administration	2016	2015
	£	£
Printing and stationery	840	1,535
Internet and computer expenses	598	591
Postage and telephone	236	299
Rent of office, rates, electricity, and insurance	36,194	30,544
Equipment leasing and equipment	6,139	17,258
Staff costs	38,587	27,459
CEO Recruitment fee	33,975	-
Executive and Council expenses	2,936	2,793
Audit and accountancy	4,560	3,690
Professional fees and insurance	1,970	1,414
Sundry expenses	6,897	8,855
	<hr/>	<hr/>
	132,932	94,438
	<hr/>	<hr/>

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

**NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2016**

6. Staff Costs	2016	2015
	£	£
Wages and staff costs	229,758	176,529
Social security costs	18,302	14,584
	<u>248,060</u>	<u>191,113</u>

The average number of persons employed by and providing services to the Foundation during the year was as follows:

	2016	2015
	No.	No.
Administration	<u>5</u>	<u>4</u>

The Chief Executive invoiced the charity a total of £70,400 (2015: £70,360) for services and £274 (2015: £630) for expenses incurred.

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

Expenses relating to travel and subsistence of £1,068 were reimbursed to members of the Executive (2015 - £2,029).

During the financial year £26,699 (£26,000 fees and £699.00 expenses) was paid to Maxwell Research Ltd, Dr E Maxwell who is a director of that company and had resigned as a Trustee during the year.

A premium of £1,636 per annum is paid for director and officers insurance.

7. Net Incoming Resources

Net incoming resources is stated after charging:	2016	2015
	£	£
Auditors' remuneration	<u>2,300</u>	<u>2,200</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 2016

9. Tangible Fixed Assets

	Office equipment and furniture	£
Cost		
1 January 2016		14,180
Additions		-
Disposals		-
31 December 2016		14,180
Depreciation		
1 January 2016		14,178
Charge for year		-
On disposals		-
31 December 2016		14,178
Net book values		
31 December 2016		2
31 December 2015		2

10. Investments

	2016	2015
	£	£
Market value at 1 January 2016	985,348	982,429
Acquisitions at cost	-	-
Disposals at opening market value	-	-
Net movement on revaluation at 31 December 2016	61,569	2,919
Market value at 31 December 2016	1,046,917	985,348
Historical cost at 31 December 2016	565,380	565,380

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

		2016	2015
Units		£	£
36,903	M & G Charifund	566,617	529,142
124,741	COIF Fixed Interest	173,315	163,960
582	COIF Investment Fund	7,907	7,177
97,009	COIF Property	109,067	112,618
13,981	COIF Investment Fund	190,011	172,451
		1,046,917	985,348

11. Debtors

	2016	2015
	£	£
Prepayments	5,579	28,421

THE FLORENCE NIGHTINGALE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2016

12. Creditors: Amounts Falling Due Within One Year	2016	2015
	£	£
Accruals	27,871	4,505
Income relating to 2016 received in 2015	-	10,544
	<u>27,871</u>	<u>15,049</u>

13. Restricted Funds	Balance 1 January 2016 £	Incoming resources £	Outgoing resources £	Balance 31 December 2016 £
Mona Grey Settlement Capital	7,089	-	-	7,089
Atkinson Morley Neuroscience Scholarship Capital	2,775	-	-	2,775
	<u>9,864</u>	<u>-</u>	<u>-</u>	<u>9,864</u>

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 2016 was 14 (2015 - 14).

15. Scholarship Commitments

Scholarships awarded but not yet paid by the Foundation at 31 December 2016 were as follows:

Scholarships relating to 2017 and 2018	£ <u>1,330,155</u>
--	------------------------------

16. Other financial commitments

At 31st December 2016 the company had annual commitments under non-cancellable operating leases as set out below:

	2016	2015
	£	£
Operating leases which expire within one year	24,629	24,629
Operating leases which expire between one and five years	24,629	49,258
	<u>49,258</u>	<u>73,887</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.

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



Hilary Garret, Director of Nursing, NHS England, Charlotte McArdle, CNO Northern Ireland, Fiona McQueen, CNO Scotland and Jean White, CNO Wales at the Florence Nightingale Foundation 6th Annual Conference 2016



Scholar April Brown, Chief Executive Professor Elizabeth Robb OBE and Chairman Bryan Sanderson CBE at Buckingham Palace

THE FLORENCE NIGHTINGALE FOUNDATION

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Email: admin@florence-nightingale-foundation.org.uk

Website: www.florence-nightingale-foundation.org.uk



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