



Florence
Nightingale
Foundation

Annual Report

April 2018 – March 2019

11-13 Cavendish Square, London W1G 0AN

A Company Limited by Guarantee, Registration No. 518623 England

Charity Registration No's: 229229 England & Wales, SC044341 Scotland

Igniting leaders, fuelling potential.



Professor Bridie Kent, Interim Executive Dean Faculty of Health and Human Sciences and Louise Winfield, University of Plymouth, with their students who escorted the Lamp Party at the 2018 Florence Nightingale Commemoration service.

Scholars Joanna Poole, Wendy Webb and Valentine Chiguvare Lamp Carrier and Escorts at the 2018 Florence Nightingale Commemoration Service, Westminster Abbey



The Presentation of Certificates Award Ceremony was held at the Law Society, London in December 2018 for 2016 and 2017 scholars.

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“For us who nurse, our nursing is a thing which unless we are making progress every year, every month, every week, take my word for it, we are going back...”

Florence Nightingale



Legal & Administration Information

Year Ended 31 March 2019

Royal Patron:	HRH Princess Alexandra The Hon Lady Ogilvy KG GCVO
Patron:	Sir Robert Francis QC
President:	Baroness Watkins of Tavistock
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 (until September 2018) Dame Yvonne Moores DBE, RN, RM (from January 2019)
Vice Chairman:	Mr Andrew Andrews MBE
Treasurer:	Dr Colin L Reeves CBE
Directors:	Professor Ann Lloyd Keen (until September 2018) Captain Alison Hofman RRC (until September 2018) Mr Peter Siddall Mr David Hulf Dr Edward Libbey Dame Professor Jill Macleod Clark Dr Neslyn Watson-Druée, CBE FCGI FRCN (from September 2018) Colonel Sharon Findlay (from September 2018) Mrs Angela McLernon (from September 2018)
Chief Executive:	Ms Ursula Ward MSc MA
Chief Operating Officer:	Professor Greta Westwood PhD RN
Head of Corporate Affairs:	Susanna Mead
Programme Manager:	Mrs Janet Shallow (until September 2018) Miss Nicole Price (from September 2018-March 2019)
Auditors:	Gilbert Allen & Co Churchdown Chambers Bordyke, Tonbridge Kent TN9 1NR
Bankers:	Coutts & Co 440 The Strand London WC2 0QS

CCLA Charity Funds
80 Cheapside
London EC2V 6DZ

M & G Group (until January 2019)
PO Box 9039
Chelmsford
Essex CM99 2XG

Registered Office:

Deans Mews
11-13 Cavendish Square
London W1G 0AN

Charity Number:

Registered in England and Wales with Charity Reg No. 229229
and in Scotland with Charity Reg No. SC044341

Company Number:

518623



Chair's Introductions

I am delighted and feel privileged to be appointed as Chair of the Florence Nightingale Foundation from 1 January 2019. I would like to pay tribute to Mr Bryan Sanderson for his energy, commitment and leadership during his 10 year tenure as Chairman, which ended in September 2018. Andrew Andrews was appointed as Acting Chair from September 2018 until January 2019 and this was much appreciated.

There were a number of changes in Board membership throughout the year. The Foundation lost the services of Ann Lloyd Keen, Martin Bradley and Captain Alison Hofman and thank them warmly for all their work in support of the Foundation. The Foundation welcomed Mrs Angela McLernon, Colonel Sharon Findlay and Dr Neslyn Watson Druee to the Board, who bring a wide range of skills and expertise which will be invaluable as the Foundation moves forward.

There were three main events which had representation from the Foundation as part of the annual celebrations of the birth of Florence Nightingale. The annual commemoration service in Westminster Abbey was held on 9 May. Feedback, once again, was very positive and made more special by the attendance of HRH Princess Alexandra. Bryan Sanderson attended the service held in St Peter's Church on 12 May and the Chief Executive and Chief Operating Officer attended the annual service at St Margaret's Church in East Wellow on 13 May. Finally, the Chief Executive also attended the Multi-Faith service in Belfast on 12 May, which was included as part of the Royal College of Nursing Congress, the first time Congress was held in Northern Ireland.

The Foundation's first research conference was held on 20 November in London. It was a joint conference with the National Institute for Health Research (NIHR) and sponsored by them. The focus of the conference was to explore how an evidence based nursing and midwifery culture can improve care and outcomes for patients. The event was very successful and highlighted the need for clear guidance at a national level that recognises and promotes nurses and midwives taking a more centre stage, thus leading and contributing to the national body of evidence underpinning clinical practice.

2020 has been designated by the World Health Organisation as the 'Year of the Nurse and Midwife' in celebration of the 200th birthday of Florence Nightingale. The Foundation is working with the 'Nursing Now' campaign globally to promote the nursing and midwifery contribution on key issues including universal health coverage, primary care and communicable diseases. The Foundation is leading the arrangements for an international conference to celebrate the bicentennial of Florence Nightingale's birth in 2020. With the support of a grant from The Burdett Trust for Nursing, a steering group has been established and an Event Director Jane Dwelly appointed. A programme board is being set up and Professor Ian Norman will chair the Scientific Committee. The details will be launched on 15 May 2019.

The Foundation was delighted that Dr Ruth May, a Florence Nightingale Foundation Scholar, was appointed as the Chief Nursing Officer, England in January 2019. The Foundation is delighted to have undertaken commissioned programmes for 280 nurses including the Windrush programme for our BME colleagues.

The Board held an away day in February to develop its strategy and policy note for the future and was a very successful occasion. The Board, as always, is enormously indebted to all our sponsors, donors and supporters who make all our achievements possible. Ursula Ward left as Chief Executive at the end of March 2019 and the Board wishes to thank her for steering the Foundation successfully through the past two years and wish her well for the future. I look forward to an exciting future for the Foundation.

A handwritten signature in black ink, which appears to read 'Yvonne Moores'. The signature is written in a cursive style.

Dame Yvonne Moores
Chair



Chief Operating Officer's Review

Summary of our 2018/19 Achievements

A focus of the year has been on further embedding essential processes and systems. We have redeveloped our website and rebranded our image and this was launched in June 2018.

We have reviewed our existing policies and procedures against the Charity Commission's standards and this review was presented to the Board in March 2018. Existing policies were updated and further policies developed as necessary. We achieved GDPR compliance by May 2018.

In June 2018 we moved offices to The Kings Fund in central London, an excellent location given its geographical base and proximity to other health related organisations.

We developed a commissioned leadership programme model to provide early career nurses and midwives the skills to lead. In total we designed and delivered six leadership programmes, including one for Directors of Nursing in systems leadership roles, to 280 nurses and midwives in ten cohorts. This model also provided an additional income route. A positive outcome of this effort was a better than anticipated end of year position.

A strategic priority that we have not yet progressed is Influencing Policy and Practice. This was acknowledged at an Away Day in February 2019 and a way forward was agreed. Our achievements against our strategic goals are detailed below:

Demonstrate Impact

- Development of the Clinical Professoriate with alignment of our Research Scholars.
- All Scholars now mandated to publish and present their improvement project as an impact of the scholarship.
- Progressed the development of a scholar database that records all scholar information and outputs and will form the basis of our alumni network when this is launched in 2019/20.
- Developed a methodology that will demonstrate the longitudinal impact of the scholarship and leadership programmes.
- Scholars and leadership programme participants' experience is exceptional with many being promoted into more senior roles.

Increase Reputation and Visibility with National and Global Reach

- Relocation to current premises June 2018.
- Presence at National Nursing Conferences – NHS70, Health Education Workforce, Chief Nursing Officer (CNO) Summit, Chief Nursing Officer (CNO) Black and Minority Ethnic Advisory Group Conference, Nursing Times Workforce Conference.
- Nursing Times Awards Panel Judge.
- Keynote speaker at Conferences.
- Progress on the 2020 International Conference – venue secured, appointed a Professional Conference Organiser and an experienced Project Director.
- Delivered a successful Westminster Abbey service and Students Day in May 2018.
- Developed new networks – Bupa Chief Nurse World, Nuffield Health, Hospice UK, Guild of Nurses, NHS London, NHS Improvement and Health Education England as examples.
- Scholarships and leadership programmes reviewed to reflect the increasing focus on equality and diversity and quality improvement.

Influence Policy and Practice

- Hosted the Annual Florence Nightingale Conference – June 2018.
- Hosted the first Research Conference – November 2018.
- Scholars report greater confidence in speaking out.

Grow and Sustain

- Our sponsor funding has increased in the last year as a result of the increase in commissioned leadership programmes.
- Identified new sponsors – Republic of Ireland, NHS Improvement, NHS London, Nuffield Health, St Barnabas House, Health Education England.
- Increased scholarship funding in 2018/19 to award 9 more scholars to commence in 2019/20.
- Trained 280 nurses and midwives through our commissioned leadership programmes
- Reviewed the content, costing and pricing model of the leadership programmes demonstrating value for money and relevance to scholars and employer organisations and meeting the needs of sponsors.
- Secured a grant of £75k from The Garfield Weston Foundation.
- Continued to develop processes and systems to enable the tracking of income.
- Implemented a new coding system that has enabled a better understanding of our cost base.
- Identified potential corporates for partnering purposes. This needs progressing now through the corporate partnership agenda.



Professor Greta Westwood
Chief Operating Officer

About the Foundation

Florence Nightingale is undoubtedly the world's most famous nurse and her influence and legacy continues to have effect throughout the world today. When Florence died in 1910 at 90, the international nursing community wished to pay tribute to the life and work of this great nurse. At the International Council of Nurses (ICN) Congress held in Cologne in 1912, Mrs Bedford Fenwick in her speech at the final banquet proposed that 'an appropriate memorial to Florence Nightingale be instituted'. She envisaged an educational foundation which would enable nurses 'to prepare themselves most fitly to follow in her footsteps'. However, due to the 1914-1918 world war, it was not until 1929, at the ICN Grand Council in Montreal, that the memorial proposal was activated.

The Florence Nightingale Foundation was subsequently established as a living memorial to Florence. The Foundation advances the study of nursing and midwifery and promotes excellence in practice to benefit patients. It provides scholarships that enable nurses and midwives to extend their knowledge and skills to meet the changing needs of patient care for today and the future. Further, the Foundation creates new knowledge and contributes to the evidence base for excellence in nursing and midwifery practice through the Florence Nightingale Clinical Professoriate together with our research scholars.

Florence Nightingale was granted membership of the Royal Statistical Society. Her research abilities, in partnership with others, resulted in saving thousands of lives. As part of Florence's legacy a key focus of the Foundation is to generate the evidence base that underpins practice.

The Foundation's aim is to improve health, clinical outcomes and patient experience, through building nursing and midwifery clinical and research leadership capacity and capability. It does this by enabling nurses and midwives, our scholars, to access sophisticated and bespoke leadership development opportunities, both in the UK and overseas, tailored to the scholar. The bespoke leadership development programmes ensure the Foundation's offer remains unique and highly sought after. All of our scholars describe the experience with the Foundation as 'life changing' both professionally and personally. This has in turn given them the confidence to lead with integrity, challenge when they may not have done so previously and importantly recognise that by staying within their profession they can make a real difference to patient care and health outcomes.

It is important that nurses and midwives are empowered to use their professional voice effectively and seek all opportunities to influence healthcare policy and practice. We will ensure that the Foundation becomes 'the go to place' for professional opinion and debate, a recognised academy for healthcare thought and will be the voice for the nursing and midwifery.

Why is Nursing and Midwifery Leadership Important?

Demand for healthcare is at its highest and rising. People are living longer and increasingly living with multiple co-morbidities. Health policy mandates that more care be delivered closer to the patients' home. The emphasis on prevention and the public taking more responsibility for their health for their own health is likely to increase. Nurses are ideally placed to take a lead in these areas but will need the support to do so. The evidence highlights a clear connection between effective leadership and positive health outcomes, for example lower medication errors, lower infection rates, improved mortality and greater patient satisfaction and experience. Nursing and midwifery leaders of today need also be confident and competent to be able to speak up and influence practice and policy at all levels.

Developing leaders requires investment in professional development but over the last decade policy decisions have eroded available funding for nurses and midwives. This is currently exacerbated by the growing financial pressures especially in the NHS where access to both funding and time out is becoming a significant problem. The Foundation with the support of its sponsors is making a real difference in going some way towards supporting staff in a way that will enable them to respond to some the challenges referred to above.

Our Vision and Values

Our Vision

To be the leading scholarship provider for nursing and midwifery leadership development, recognised for influencing breakthroughs in health and social care policy and practice on a national and global level.

To be 'the go to place' for professional opinion and debate, a recognised academy for healthcare thought, a voice for nursing and midwifery. Our scholars, our professoriate and our alumni will seek all opportunities to influence healthcare policy and practice.

Our Mission

To pioneer change and improvements in patient and health outcomes, through nursing and midwifery clinical and research leadership, honouring Florence Nightingale's legacy.

Our Values

We are guided by a core set of values

Care: We care for nurses and midwives and this is at the heart of what we do. Like Florence Nightingale, we have an overriding instinct to enable nurses and midwives to be better and discover new ways to improve patient care and health outcomes.

Challenge: We challenge norms and non-evidenced based nursing and midwifery practice. We promote transparency and lead communities to ignite change for the better. We use Florence's legacy as leverage to intelligently influence those around us, unafraid to challenge the status quo when needed.

Nurture: We nurture our scholars and provide the tools, confidence and knowledge they need to lead change and influence those around them.

Promote: We promote courageous leaders who discover new ways of working and forge a path to impact policy and practice at local, national and international levels.

Partner: We develop enduring relationships with the nursing and midwifery communities.

Our Promise

We will:

Select the very best talent in nursing and midwifery as scholars of the Foundation. Through our bespoke leadership development programmes, we will inspire, nurture and support their future success. Our programmes are designed and delivered through partnerships with leading organisations both in and outside of health and social care.

Connect nurses and midwives to become the positive voice of nursing and midwifery.

Shine a light on nurses and midwives and their practice. We will commemorate Florence's legacy and the impact she had on today's nursing. We will support new research to generate new knowledge, communicate and celebrate our achievements and the impact our work has on improvements in health and social care.

Our Activities

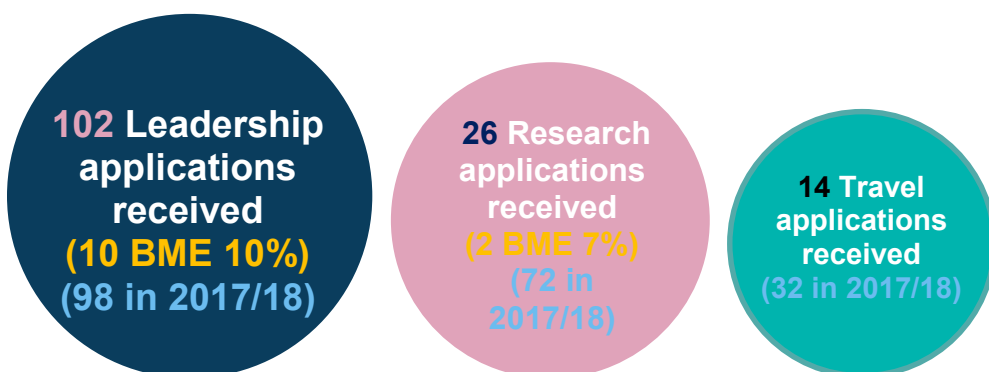
Review of Scholarships

In the autumn of 2018, before the selection of the 2018/19 scholars, a review of all leadership programmes was undertaken. The aim, to ensure all programmes were relevant and delivered by those organisations working with known and established brands. The Foundation now partners with organisations such as; The Kings Fund and Windsor Leadership to deliver first class leadership development programmes for our scholars.

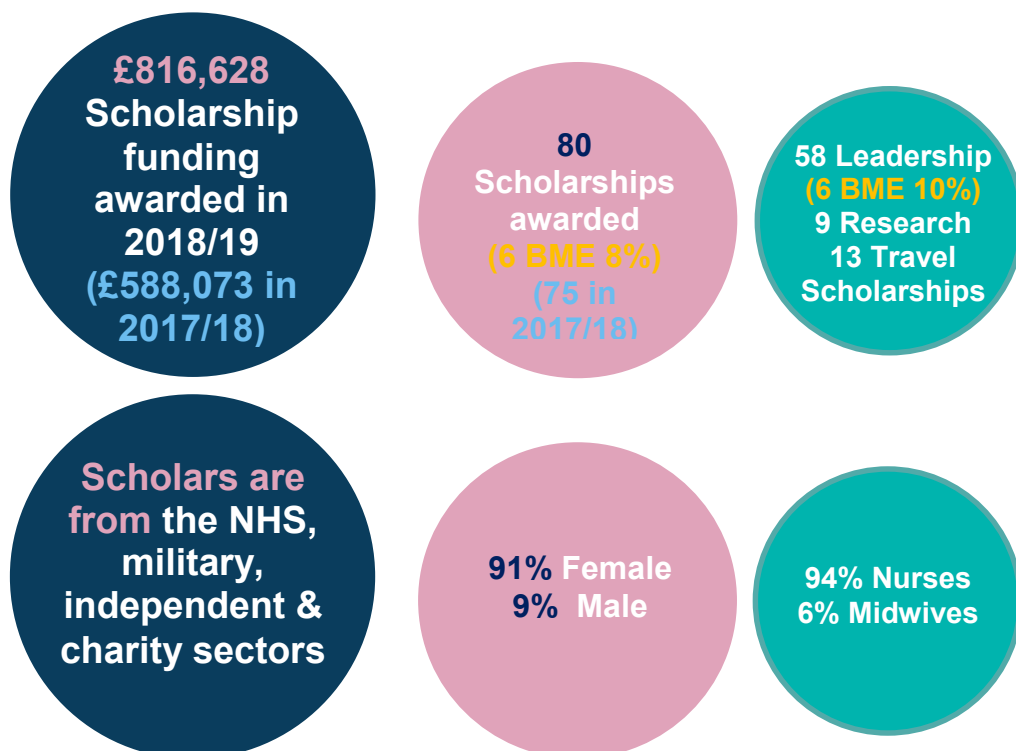
The first element of the leadership scholarship year includes a series of personal assessments to offer insight into the value of personality differences and their impact on individuals, teams and organisations. This is now provided for all cohorts of Leadership Scholars.

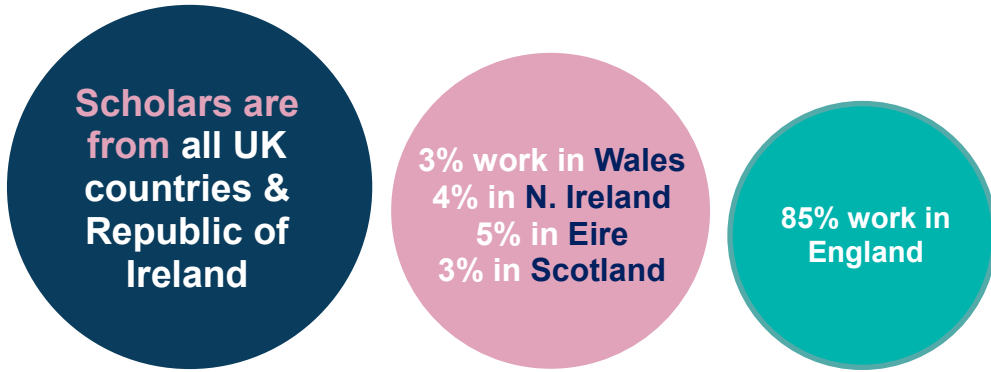
Scholarship Applications

The following figures show the number of scholarships awarded in 2018/19 by scholarship type. All Scholars will commence their scholarship year in April 2019.

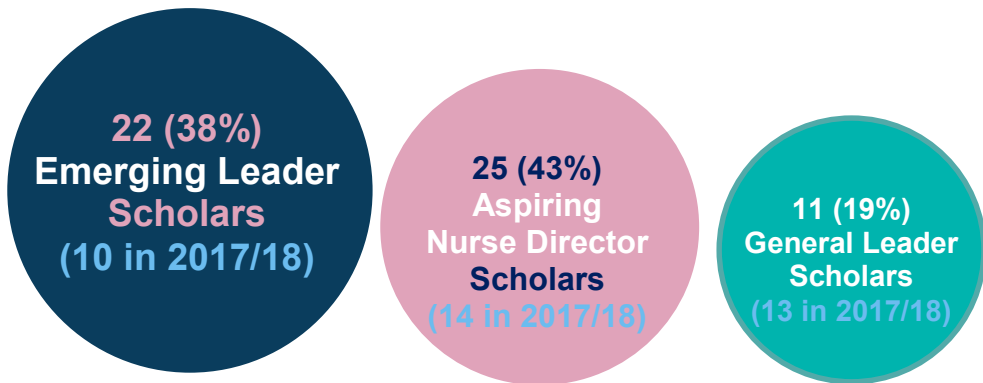


Scholarships Awarded (Appendix 1)

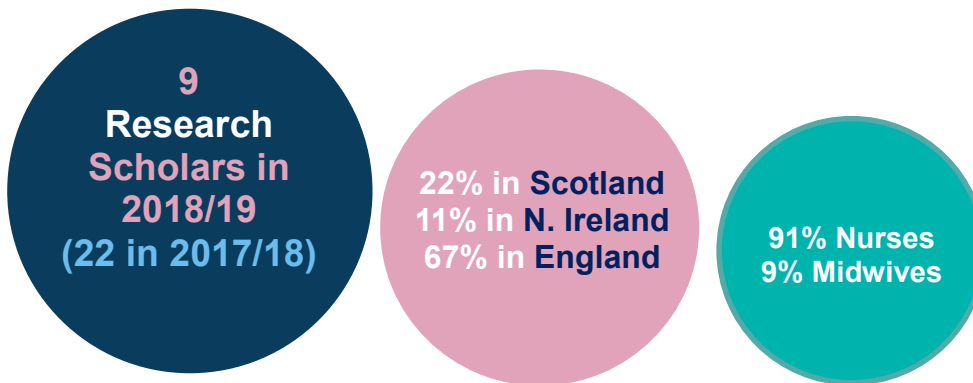




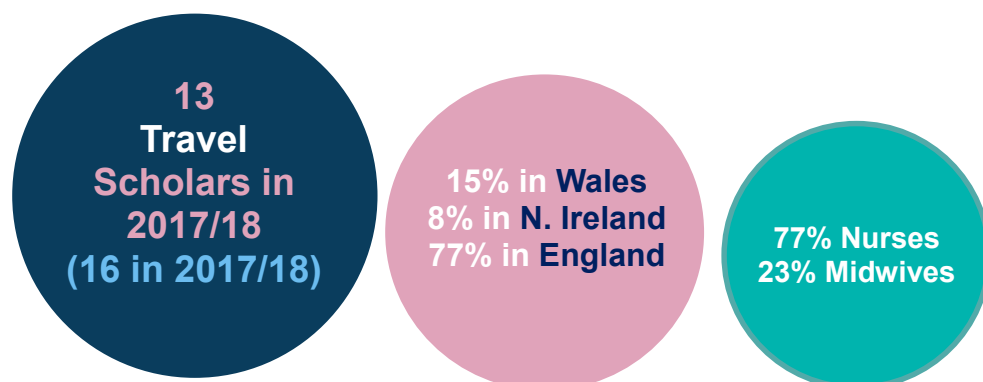
Leadership Scholarships Awarded



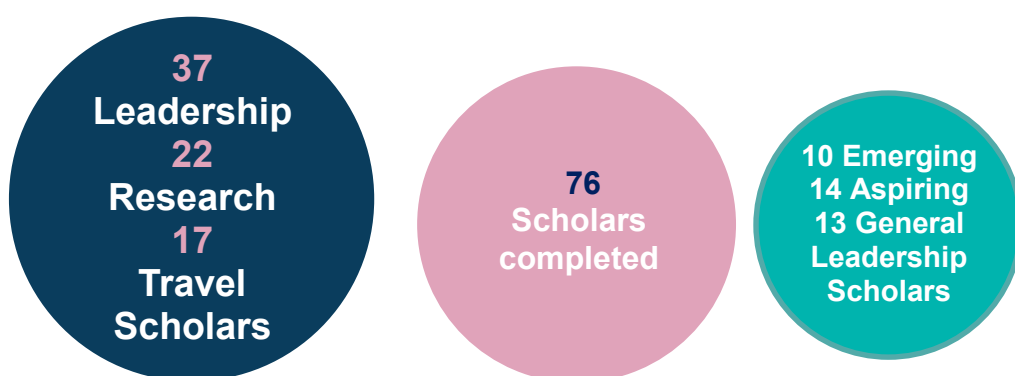
Research Scholarships Awarded



Travel Scholarships Awarded



2017/18 Completed Scholars (Appendix 2)



Commissioned Leadership Programmes Delivered in 2018/19

Programme Name	Commissioner	Number	Profession	Level	% BME	Geography	Completed
NHS 70	NHS England (London)	110 (3 cohorts)	Nurses & Midwives	Band 5 & 6	38%	London	2 cohorts
Windrush 70	Health Education England	70 (2 cohorts)	Nurses & Midwives	Band 5, 6 & 7	100%	England wide	2 cohorts
Systems Leadership	Health Education England (KSS)	20 (2 cohorts)	Nurses & Midwives	Director/Deputy Director of Nursing/Midwifery	5%	HEE Kent Surrey & Sussex South England	1 cohort 50% cohort 2
NHS 70 Midlands & East	NHS England/Improvement	30 (1 cohort)	Nurses & Midwives	Band 5	17%	Midlands & East	1 cohort
Learning Disability Nurses	Health Education England	40 (1 cohort)	Learning Disability Nurses	Band 5 & 6	19%	England wide	1 cohort
Army Nurse	Queen Alexandra Royal Army Nursing Corps (QARANC) Association	10 (1 cohort)	Army Nurses	Non-Commissioned & Commissioned Officers	20%		1 cohort
Total in 2018/19		280					

FNF Clinical Professoriate Activities (Appendix 3)

The publications and presentations, national and international, by our Clinical Professors are shown in Appendix 3.

This year we worked with our Clinical Professors to align Research Scholarships with their own research interests in preparation for advertising for 2019 scholars. The available funding was allocated to include five internships to release the Research Scholar from clinical work for up to one day per week for 12 months. Their research interests include:

- Management of Chronic Pain
- Management of End of Life Care
- Management of Long Term Conditions
- Mental Health/Patient Safety

Events

Commemoration Service

The annual commemoration service was held on 9 May in Westminster Abbey, London. The Dean of Westminster Abbey presided over the event and attendance included prominent public figureheads. The event was attended by approximately 2,100 Foundation guests. The presence of HRH Princess Alexandra, our Royal Patron made the event even more special.

Students Day

This annual event is held on the day of the Commemoration Service. Nursing and Midwifery students from across the UK are invited to attend. The morning plenary discussion allows students to openly raise questions to a panel of senior nurses and midwives. The afternoon was spent at the Florence Nightingale Museum where students learn the history and continuing influence of Florence on nursing and midwifery today. Students visited the Florence Nightingale Chapel in Westminster Abbey prior to attending the Commemoration Service.

Plymouth University sponsored these events this year so its students had the privilege of processing at the Commemoration Service in Westminster Abbey.

Remembering Florence in Hampshire

Florence's main family home was in Derbyshire but the family spent the summers in Embley Park, her Hampshire Home. She is buried at St Margaret's Church, East Wellow, Hampshire and every year the Foundation supports a locally held service in her honour. Similar events are held in Derbyshire and Northern Ireland in May each year, her birth month.

Annual Conference

The annual Florence Nightingale Foundation Conference has been held for many years and is intended to support continuing professional development for nurses and midwives. It is an opportunity to hear from inspirational speakers; take part in a variety of master classes focussing on sharing innovation and best practice; and an opportunity to network with healthcare professionals and academic leaders. In 2018 the conference took place on 7 June at the Novotel London West.

Award Ceremony

Upon completion of a scholarship scholars are awarded the title "Florence Nightingale Foundation Scholar" and presented with their certificates. In 2018 celebration day was held on 5 December 2018 at the Law Society, London.

Financial Review

Financial Results

In 2018/19, the Foundation made an income and expenditure surplus on Unrestricted Funds of £15,968 (2017/18 surplus of £18,478). As in 2017/18, much reliance was placed on generating income from providing educational and leadership programmes on a commercial basis. This places a great onus on the Foundation staff providing these courses and it is intended next year to focus on generating a wider range of income sources.

There are Unrestricted Funds available at 31 March 2019 of £879,202, which are held in the form of investments and bank accounts, and exceed the level of Unrestricted Funds available at 31 March 2018 of £872,037.

In 2018/19, the resources made available by sponsors were £1,142,549, the majority of which were awarded as scholarships in that year. As at 31 March 2019, there are Designated and Restricted Funds available of £1,640,370, which are predominantly held in bank accounts until being allocated as scholarships over the next eighteen months, and exceeds the level of Designated and Restricted Funds held at 31 March 2018 of £1,515,761.

Investments, Powers and Performance

The Foundation made two major decisions regarding its investment portfolio:

- (1) It should be broadly limited to the level of unrestricted funds since it was felt that all designated and restricted funds held on behalf of its commissioners should be held in cash or near cash assets.
- (2) It would perform better in the long run in terms of risk and return if it was managed by one rather than two investment managers. The Board, under the powers conferred on them by the Articles of Association, appointed COIF rather than M&G Charifund to manage their funds in the future.

As a result, the funds held with M&G Charifund were sold (£537,125) with a lesser sum being re-invested in the COIF Investment Fund (£387,000) so as to ensure that our investment portfolio broadly equated with our unrestricted reserves in accordance with section (1) above. There was a small one-off loss of £17,636 when these investments were sold compared with their market value at 31 March 2018 when the stock market was more buoyant.

Performance is reviewed every six months by the Finance and Investment Committee who report to the Board of Trustees.

The Board of Trustees' aims in investing funds continue to be to:

- (1) Act as a reserve to protect core activities in the event of unforeseen income shortfalls.
- (2) Support longer term identifiable projects.
- (3) Generate income to support core services that are not funded.

Total investments at 31 March 2019 amounted to £902,783 whilst interest and dividend income in the period amounted to £46,905.

Reserves

Unrestricted reserves provide some protection to the Foundation and its work by allowing time to adjust to changing financial circumstances. The Board, via its Finance and Investment Committee, reviews on an annual basis the level of unrestricted reserves by considering the risks associated with various income streams, expenditure plans and Balance Sheet items. This enables an estimate to be made of the level of reserves that are sufficient:

- To allow time for re-organisation in the event of a downturn of income or asset values
- To protect ongoing work programmes

The minimum level of required reserves is estimated at 12 months of the unrestricted expenditure budget. Consequently, the Board have decided that the appropriate, prudent level of reserves is in the range 12 to 24 months of the unrestricted expenditure budget.

The Board considers that there are sufficient reserves held at the year-end to avoid an unacceptable level of disruption to the organisation in the event of a downturn in future income, and that there is a reasonable expectation that the Florence Nightingale Foundation has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Board continues to adopt the going-concern basis in preparing the accounts.

Financial Control and Monitoring

The Finance and Investment Committee monitors and reviews all aspects of the financial performance, financial management reporting, internal financial control, including, in particular, the preparation and monitoring of revenue and capital expenditure and quarterly management accounts. It also deals with such other matters as may be specifically delegated to it by the Board.

The Treasurer's Report

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 2018/19, the Foundation made an income and expenditure surplus on unrestricted funds of £15,968 (2017/18 surplus of £18,478) and an unrealised gain on our investments of £5,697.

However there was a one-off loss of £17,636 from the sale of £537,125 of our investments in December 2018 since the market value of these shares was less than at 31 March 2018 when the stock market was more buoyant (as explained in the Financial Review under Investments, Powers and Performance).

After taking account of the transfer of the remaining monies in the Mona Grey restricted fund of £3,136, there was a small overall net surplus on unrestricted funds for the Foundation of £7,165.

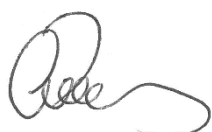
There are unrestricted funds available at 31 March 2019 of £879,202, which are held in the form of investments and bank accounts and provide a clear demonstration of the financial viability of the Foundation.

Designated Funds

In 2018/19, the resources made available by sponsors were £1,142,549, of which £999,102 were designated funds awarded as scholarships in that year.

As at 31 March 2019, there are Designated Funds available of £1,640,370, 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
Treasurer

Governance and Risk

The rules for the governance of the Foundation are laid down in the Memorandum and Articles, (amended by Special Resolutions passed on 12 April 1994, 18 November 1994 and 18 June 2013). Within this framework, day-to-day aspects including responsibilities and duties of individuals and committees, together with procedures for elections to the Board and similar matters, are defined in Standing Orders.

The Governance and Committee is formally constituted as a Committee of the Board of Directors to oversee all aspects associated with the Foundation's commitment to good governance and the requirements of the Charity Commission.

Good governance in charities is at the heart of their success. The Governance Committee is charged with ensuring the 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 is implemented.

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

- **Corporate Risk Register** – A full review of the Risk Register was undertaken in May to ensure it reflected the Foundation's strategic objectives. New risks were added and discussed by the Committee and its recommendations to address and reduce risks where possible were taken to the Board and subsequently approved.
- **Policy Updates** – The Foundation had two policies requiring review (Complaints policy and Investment policy), which was undertaken in January 2019. They also proposed one new policy for approval at the March Board (Absence policy).
- **Governance Review** – The Governance Committee continues to review all aspects in relation to governance for the Foundation and has implemented the recommendations approved by the Board

Major Risks and Key Mitigations

The Governance Committee keeps the Risk Register under constant review. Its prime focus is major identified risks and to ensure appropriate action is implemented to seek to reduce those risks.

In the year under review, three areas of risk were identified as major and rated red: loss of income and lack of liquidity; insufficient sponsors; and poor financial processes. The first two were rated as 'almost certain with moderate consequences' and the third as 'likely with minor consequences'. The revised Risk Register has now replaced those risks with two new risks: failure to deliver financial strategy and insufficient income generation. As a result of improvements made, the risk level has been reduced to 'likely with moderate consequences'.

It also identified a reputational risk of poor quality scholarly work from Clinical Professors which was rated as 'almost certain with moderate consequences'. The revised Risk Register has now replaced this with a revised risk of Clinical Professoriate fulfilling requirements of role. As a result of work undertaken with this group, the risk has been reduced to 'likely with moderate consequences'.

The Governance Committee believes that all likely risks to the Foundation arising from activities in 2018-2019 have been identified and mitigated as far as possible.



Andrew Andrews MBE
Vice Chairman
Chair, Governance Committee

Statement of Trustee Responsibilities

The Directors of the Foundation are also Charity Trustees for the purpose of charity law under the Company's Articles. In addition to the Chairman, Vice Chairman and Treasurer, Trustees are appointed for a period of three years which is renewable by mutual agreement for a possible two further periods, meaning that a Trustee can serve a maximum of nine years. Co-opted members are approached individually by either the Chairman or Chief Executive to join the Board on the basis of particular relevant skills and experience that they bring to the Board and the charity.

The Board of Directors set and oversee the strategic direction and priorities of the charity. They have a legal duty to govern the charity so as to ensure it achieves its charitable objects and, in doing so, to act reasonably, prudently and selflessly in accordance with legal and regulatory requirements. The Board of Directors will aim to have the best balance of skills, knowledge, expertise and experience to help the Foundation to achieve its purpose.

The Board is responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the Board to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Board must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of the result for that year.

In preparing these financial statements, the Board are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, 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 charitable company will continue in business

The Board are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, and disclose with reasonable accuracy at any time the financial position of the charitable company, and enable it to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Directors are aware at the time the report is approved:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Board have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by the Board on 18 June 2019 and signed on their behalf.



Dame Yvonne Moores DBE
Chair

Current Sponsors

- ♥ The Band Trust
- ♥ Bupa
- ♥ NHS Professionals
- ♥ Association of Respiratory Nurse Specialists (ARNS)
- ♥ Atkinson Morley
- ♥ Chief Nursing Officer, England
- ♥ Cooperation and Working Together (CAWT)
- ♥ Garfield Weston Foundation
- ♥ General Nursing Council for England & Wales (GNCT)
- ♥ Department of Health, Social Services and Public Safety, Northern Ireland (DHSSPS)
- ♥ RCN Foundation
- ♥ The Sandra Charitable Trust
- ♥ James Tudor Foundation
- ♥ The Charlie Waller Trust
- ♥ The Stephanie Thompson Memorial Trust
- ♥ The Burdett Trust Fund for Nursing
- ♥ Council of Deans of Health
- ♥ London Network of Nurses and Midwives
- ♥ Health Education England, Kent, Surrey and Sussex
- ♥ Health Education England North, Central and East London
- ♥ Help for Heroes
- ♥ National Leadership and Innovation Centre, Southern Ireland
- ♥ National Assembly of Wales
- ♥ The Teenage Cancer Trust
- ♥ Anthony Smith Memorial Trust



Report of the Independent Auditor

**The Florence Nightingale Foundation
(A Company Limited by Guarantee)**

**Report of the Independent Auditor
to Members of the Board of Directors
For the Year Ended 31 March 2019**

Opinion

We have audited the financial statements of The Florence Nightingale Foundation (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Statement of Financial Position, 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

In our opinion the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate.
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The Trustees' Report has been prepared in accordance with applicable legal requirements. The Directors' Report is included within the Trustees' Annual Report.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 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.
- The financial statements are not in agreement with the accounting records and returns
- Certain disclosures of remuneration of The Board of Director's specified by law are not made.
- We have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 22, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.


Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



**John Duncan (Senior Statutory Auditor)
For and on behalf of Gilbert Allen & Co
Statutory Auditor
Chartered Accountants
Churchdown Chambers
Bordyke
Tonbridge
Kent TN9 1NR**

Dated: 18 June 2019

Annual Accounts

The Florence Nightingale Foundation (A Company Limited by Guarantee)

Statement of Financial Activities Year Ended 31 March 2019

	Notes	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds 12 months to 31.3.2019	Total Funds 15 months to 31.3.2018
		£	£	£	£	£
Income						
Scholarship resources		-	999,102		999,102	1,517,870
Scholarship support		143,447	-	-	143,447	138,634
					<u>1,142,549</u>	<u>1,656,504</u>
Florence Alumni		720			720	916
Other trading activities	2	212,458	-	-	212,458	322,520
Legacies		-	-	-	-	18,086
General donations and fundraising		12,064	-	-	12,064	47,432
Event sponsorship		15,000	-	-	15,000	13,500
Investment income - dividends and bank interest		46,905	-	-	46,905	59,162
Total income		<u>430,594</u>	<u>999,102</u>	<u>-</u>	<u>1,429,696</u>	<u>2,118,120</u>
Expenditure						
Direct charitable expenditure	3	210,297	871,357	-	1,081,654	1,872,002
Fund-raising and publicity costs	4	67,945	-	-	67,945	73,883
Management and administration	5	136,384	-	-	136,384	245,670
Total expenditure		<u>414,626</u>	<u>871,357</u>	<u>-</u>	<u>1,285,983</u>	<u>2,191,555</u>
Net income / (expenditure) for the period		15,968	127,745	-	143,713	(73,435)
Other recognised gains and losses						
Movement in investments net						
Unrealised		5,697	-		5,697	17,930
Realised		(17,636)	-		(17,636)	-
Net movement in funds after investment		<u>4,029</u>	<u>127,745</u>	<u>-</u>	<u>131,774</u>	<u>(55,505)</u>
Inter fund transfer (note 15)		3,136	-	(3,136)	-	-
Net movement in funds		<u>7,165</u>	<u>127,745</u>	<u>(3,136)</u>	<u>131,774</u>	<u>(55,505)</u>
Total funds brought forward 1 April 2018		872,037	1,512,625	3,136	2,387,798	2,443,303
Total funds carried forward 31 March 2019		<u>879,202</u>	<u>1,640,370</u>	<u>-</u>	<u>2,519,572</u>	<u>2,387,798</u>

**The Florence Nightingale Foundation
(A Company Limited by Guarantee)**

Statement of Financial Position as at 31 March 2019

	Notes	Unrestricted Funds £	Designated Funds £	Total 31.3.2019 £	Total 31.3.2018 £
Fixed Assets					
Tangible fixed assets	10	40,198	-	40,198	15,181
Investments	11	902,783	-	902,783	1,064,847
		942,981	-	942,981	1,080,028
Current Assets					
Work in progress	12	-	112,295	112,295	-
Debtors	13	10,564	590,994	601,558	119,884
COIF deposit account		95,406	78,869	174,275	172,602
Balances at bank on deposit and current accounts		28,004	330,304	358,308	588,536
Balances at bank on client account		-	1,137,401	1,137,401	727,928
		133,974	2,249,863	2,383,837	1,608,950
Creditors:					
Amounts falling due within one year	14	197,753	609,493	807,246	301,180
Net Current Assets		(63,779)	1,640,370	1,576,591	1,307,770
Net Assets		879,202	1,640,370	2,519,572	2,387,798
Funds					
Unrestricted		879,202	-	879,202	872,037
Scholarship	6 & 17	-	1,640,370	1,640,370	1,512,625
Restricted	15	-	-	-	3,136
		879,202	1,640,370	2,519,572	2,387,798

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

Dame Yvonne Moores DBE, Chair



Dr Colin L Reeves CBE, Treasurer



Dated: 18 June 2019

**The Florence Nightingale Foundation
(A Company Limited by Guarantee)**

**Cash Flow Statement
For The Year Ended 31 March 2019**

	12 months to 31.3.2019 £	15 months to 31.3.2018 £
Cash generated from operations activities		
Net Income for the Period		
Unrestricted funds	15,968	(249,177)
Designated funds	127,745	182,470
Restricted funds	(1,676)	(6,728)
	142,037	(73,435)
Reconciliation to cash generated from operations:		
Cash out flow due to increase in work in progress	(112,295)	-
Cash out flow due to increase in debtors	(481,674)	(114,305)
Cash inflow due to increase in creditors	506,066	273,309
	(87,903)	159,004
Movements in working capital		
Net cash flow from operating activities	54,134	85,569
Proceeds from the sale of investments	151,801	-
Purchase of fixed assets	(34,335)	(15,439)
Add back depreciation charge	9,318	260
	180,918	70,390
Net increase in cash		
Net cash resources at bank at beginning of period	1,489,066	1,418,676
Net cash at bank at 31 March 2019	1,669,984	1,489,066

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

	£	£
COIF deposit account	174,275	172,602
Balances at bank on deposit and current accounts	358,308	588,536
Balances at bank on client account	1,137,401	727,928
At 31 March 2019	1,669,984	1,489,066

**The Florence Nightingale Foundation
(A Company Limited by Guarantee)**

**Notes to the Financial Statements
Year Ended 31 March 2019**

1. Accounting Policies

a) Basis of accounting

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and reporting by charities (SORP 2015), and in accordance with Financial Reporting Standard 102 (FRS 102) and the Charities and Trustee Investment (Scotland) Act 2005. FNF is a public benefit entity and has applied the relevant public benefit provisions of FRS 102. The Board of the FNF is satisfied that FNF has adequate resources to continue in operation for the foreseeable future and, accordingly, these financial statements have been prepared on the basis that FNF is a going concern.

b) Incoming Resources

All income is accounted for on a receivable basis. Any income restricted to future accounting periods is deferred, shown as designated funds (note 17), and recognised in these 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) Expended Resources

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, furniture and web site - 20% 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. Realisations represent the difference between the sale proceeds and the acquisition cost of an investment.

h) Designated funds

These are the funds received from sponsors and awarded to scholars. The balance not yet expended is shown in full in the balance sheet

i) Work in progress

Work in progress represents expenditure incurred in the provision of commercial programmes/courses not yet recognised in the income and expenditure account. Where a programme/course is more than 50% completed at the balance sheet date the estimated surplus/loss already generated is taken to the income and expenditure account for the year in question.

	12 months to 31.3.2019 £	15 months to 31.3.2018 £
2 Income		
Other trading activities	<u>212,458</u>	<u>322,520</u>
3 Direct Charitable Expenditure	£	£
Scholarships awarded - sponsors	871,357	1,563,100
Staff costs	194,018	300,756
Other	16,279	8,146
	<u>1,081,654</u>	<u>1,872,002</u>
4 Fund-Raising and Publicity	£	£
Staff costs	38,804	60,153
Other	29,141	13,730
	<u>67,945</u>	<u>73,883</u>
5 Management and Administration	£	£
Rent of office, rates, electricity, and insurance	21,108	40,893
Staff costs	27,518	40,112
Recruitment fee	5,869	-
Professional fees and insurance	49,513	147,311
Other	32,376	17,354
	<u>136,384</u>	<u>245,670</u>
6 Designated Funds	£	£
Research and travel	90,816	22,384
Leadership	1,442,161	1,333,781
Bicentennial 2020	107,393	150,000
Other	-	6,460
	<u>1,640,370</u>	<u>1,512,625</u>

7 Staff Costs	12 months to 31.3.2019	15 months to 31.3.2018
	£	£
Wages and staff costs	236,317	372,579
Social security costs	24,023	28,442
	<u>260,340</u>	<u>401,021</u>

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

	No.	No.
Administration	<u>6</u>	<u>4</u>

The Chief Executive's remuneration for the year was £105,000.

(15 months to 31.3.2018: £118,125).

The Board of Directors received no remuneration.

Expenses relating to travel and subsistence of £3,630 were reimbursed to members of the Executive (2018 - £1,505).

A premium of £529 per annum is paid for director and officers insurance.

8 Net Income

Net income is stated after charging:

	£	£
Auditors' remuneration	3,000	2,900
All other assurance services performed by Auditors	<u>4,500</u>	<u>8,014</u>

9 Taxation

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

10 Fixed Assets

	Tangible £	Intangible £	Total £
Cost			
1 April 2018	15,219	14,400	29,619
Additions	6,368	27,967	34,335
Disposals	-	-	-
31 March 2019	<u>21,587</u>	<u>42,367</u>	<u>63,954</u>
Depreciation			
1 April 2018	14,438	-	14,438
Charge for year	845	8,473	9,318
On disposals	-	-	-
31 March 2019	<u>15,283</u>	<u>8,473</u>	<u>23,756</u>
Net book values			
31 March 2019	<u>6,304</u>	<u>33,894</u>	<u>40,198</u>
31 March 2018	<u>781</u>	<u>-</u>	<u>15,181</u>

11 Investments (Financial Review page 18)

	31.3.2019 £	31.3.2018 £
Market value at 1 April 2018	1,064,847	1,046,917
Acquisitions at cost	387,000	-
Disposals at market value	(537,125)	-
Net movement on revaluation and loss on sale	(11,939)	17,930
Market value at 31 March 2019	<u>902,783</u>	<u>1,064,847</u>

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

Unrestricted funds		31.3.2019 £	31.3.2018 £
Units			
-	M & G Charifund	-	563,584
8,410	COIF Fixed Interest	11,442	179,792
50,603	COIF Investment Fund	776,356	207,438
97,009	COIF Property	114,985	114,033
		<u>902,783</u>	<u>1,064,847</u>

12 Work in progress	31.3.2019	31.3.2018
	£	£
Work in progress	<u>112,295</u>	<u>-</u>

The above represents costs incurred on commercial courses run by the Foundation that have not yet been recognised in the I&E. Therefore these sums are carried in the balance sheet until matched with the appropriate income.

13 Debtors	31.3.2019	31.3.2018
	£	£
Due after more than one year		
Debtors	184,000	-
These sums relate to scholarships to be awarded in 2020/21 and 2021/22.		
Due within one year		
Debtors	395,300	106,866
Prepayments	<u>22,258</u>	<u>13,018</u>
	<u>601,558</u>	<u>119,884</u>

14 Creditors: Amounts Falling Due Within One Year	31.3.2019	31.3.2018
	£	£
Accruals	197,753	49,895
Deferred revenue	<u>609,493</u>	<u>251,285</u>
	<u>807,246</u>	<u>301,180</u>

The above deferred revenue represents sums received for commercial courses that have not yet completed. Where a course is deemed more than 50% delivered the relevant income is matched with the appropriate expenditure and the surplus/deficit taken to the I&E account.

15 Restricted Fund	Balance			Balance
	1 April	Incoming	Outgoing	31 March
	2018	resources	resources	2019
	£	£	£	£
Mona Grey Settlement				
Capital	<u>3,136</u>	<u>-</u>	<u>(3,136)</u>	<u>-</u>

Mona Grey Settlement

The remaining monies in this fund have been transferred to unrestricted funds 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.

16 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 March 2019 was 11 (2018 - 10).

17 Scholarship Commitments

Scholarships awarded but not yet paid by the Foundation at 31 March 2019 were as follows:

	£
Scholarships relating from 1st April 2019 to 31st March 2022	<u>1,640,370</u>

18 Other financial commitments

At 31st March 2019 the company had annual commitments under non-cancellable operating leases as set out below:

Operating leases which expire within one year	30,375	30,375
Operating leases which expire between one and five years	121,500	162,000
	<u>151,875</u>	<u>192,375</u>

Appendix 1 – Scholarships Awarded 2018/19

Leadership Scholars				
Year	Scholar Name	Job Title	Employing Organisation	Scholarship Type
2018-19	Moriam Adekunle	Frailty Care Pathway Lead	NELFT	Aspiring Nurse/Midwife Director
2018-19	Layla Alani	Assistant Director of Nursing Surgery	Pennine Acute Hospital Trust	Aspiring Nurse/Midwife Director
2018-19	Helen Balsdon	Associate Director of Nursing	Cambridge University Hospitals	Aspiring Nurse/Midwife Director
2018-19	Darren Barnes	Senior Nurse	Barts Health NHS Trust	Aspiring Nurse/Midwife Director
2018-19	Ann Casey	Clinical Workforce Lead	NHS Improvement	Aspiring Nurse/Midwife Director
2018-19	Sue Cox	Head of Nursing for Transplant - Renal & Urology	Guys & St Thomas' NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Roxanne Crosby-Nwaobi	Head of Research Nursing	Moorfields Eye Hospital	Aspiring Nurse/Midwife Director
2018-19	Colette Datt	Nurse Consultant, Children & Young People	Whittington Health	Aspiring Nurse/Midwife Director
2018-19	Natasha Goswell	Deputy Director of Quality & Safety	Weston Area Health NHS Trust	Aspiring Nurse/Midwife Director
2018-19	Jennifer Halse	Head of Nurse Education	King's College Hospital NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Sarah Herbert	Senior Matron	University Hospital Southampton	Aspiring Nurse/Midwife Director
2018-19	Tina Hetherington	Divisional Head of Nursing - Access & Medicine	Royal Surrey County Hospital NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Hannah Horne	Deputy Head of Midwifery & Gynaecology	East Kent Hospitals University NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Elizabeth Jones	0-19 Services Lead	WIRRAL Community NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Ian Joy	Senior Nurse - Nursing & Midwifery Staffing And Workforce	Newcastle Upon Tyne Hospitals NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Jennifer Kirkland	Head of Care & Quality	Richmond Villages, BUPA	Aspiring Nurse/Midwife Director
2018-19	Giuseppe Labriola	Head of Midwifery	Lewisham & Greenwich NHS Trust	Aspiring Nurse/Midwife Director
2018-19	Fiona Long	Professional Head of Nursing	Sussex Community NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	George Matuska	Clinical Lead Intellectual Disabilities	Health Education England	Aspiring Nurse/Midwife Director

2018-19	Mary Frances McManus	Nursing Officer, Public Health	Department of Health, Northern Ireland	Aspiring Nurse/Midwife Director
2018-19	Brona Shaw	Senior Nurse Manager for Patient Experience & Governance	Belfast Health & Social Care Trust	Aspiring Nurse/Midwife Director
2018-19	Jacqueline Sinclair	Divisional Director of Nursing	Royal Free London NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Lesley Smith	Deputy Director of Infection Prevention & Control	Maidstone & Tunbridge Wells NHS Trust	Aspiring Nurse/Midwife Director
2018-19	Ann Thomas	Nurse Consultant	Tees Esk & Wear Valley NHS Foundation Trust, Cleveland	Aspiring Nurse/Midwife Director
2018-19	Melanie Van Limborgh	Assistant Director of Nursing	Chelsea & Westminster Hospital NHS Foundation Trust	Aspiring Nurse/Midwife Director
2018-19	Ruheana Begum	Sister	Guys & St Thomas' NHS Foundation Trust	Emerging Leader
2018-19	Elizabeth Bessell	Senior Sister - Children's Nurse Team Manager	East and North Herts NHS trust - Children's Emergency Department	Emerging Leader
2018-19	Rachel Bird	Matron for Critical Care, General Surgery & Endoscopy	Rotherham NHS Foundation Trust	Emerging Leader
2018-19	Susan Clarke	Clinical Lead	NHS Digital	Emerging Leader
2018-19	Nikki Cotterill	Associate Professor Long Term Conditions (Continence Care)	University of the West of England	Emerging Leader
2018-19	Anna Gammond	Mental Health Nurse Advisor - Specialist Support	Bupa	Emerging Leader
2018-19	Debbie Harvey	Nursing Officer - Major	Ministry of Defence	Emerging Leader
2018-19	Joanne Hockley	Matron	Maidstone & Tunbridge Wells NHS Trust	Emerging Leader
2018-19	Lorraine Hodson	Head of Nursing Research & Innovation	Great Ormond Street Hospital NHS Foundation Trust	Emerging Leader
2018-19	Caroline Jones	Senior Community Matron	Wirral Community NHS Foundation Trust	Emerging Leader
2018-19	Carina Jowett	Clinical Nurse Specialist	ST Barnabas House Hospice	Emerging Leader
2018-19	Arlene Kimkeran	Senior Research Nurse	Clinical Research Network Wessex	Emerging Leader
2018-19	Claire Lawson	Advanced Nurse Practitioner	Barnsley Hospital NHS Foundation Trust	Emerging Leader
2018-19	Sarah Logan	Team Leader, School Nursing	Bridgewater Community Healthcare NHS Trust	Emerging Leader
2018-19	Sally Newsome	Team Leader, School Nursing Special Needs	Bradford District Care NHS Foundation Trust	Emerging Leader

2018-19	Paula O'Brien	Matron	University College Hospitals NHS Trust	Emerging Leader
2018-19	Tracy Orr	Divisional Manager Urgent & Primary Care Services	WIRRAL Community NHS Foundation Trust	Emerging Leader
2018-19	Claire Pendlebury	Teenage Cancer Trust Lead Nurse	Sheffield Teaching Hospitals	Emerging Leader
2018-19	Hannah Spencer	POPD Sister	Bupa Cromwell Hospital	Emerging Leader
2018-19	Ynez Symonds	Modern Matron	Solent NHS Trust	Emerging Leader
2018-19	Alison Taylor	Senior Acute Oncology Clinical Nurse Specialist	The Countess of Chester NHS Foundation Trust	Emerging Leader
2018-19	Lisa West	Lead Nurse, Community NW Sussex & Coastal CDS	Sussex Partnership NHS Foundation Trust	Emerging Leader
2018-19	Jayne Bruce	Deputy Chief Nurse - Physical Health & Safeguarding	Sussex Partnership NHS Foundation Trust	Senior Leader
2018-19	Eileen Carruthers	Director of Nursing, Specialist Palliative Care Services	Health Service Executive, Ireland	Senior Leader
2018-19	Sara Courtney	Deputy Director of Nursing	Southern Health NHS Foundation Trust	Senior Leader
2018-19	Neill Dunne	Director of Public Health Nursing	HSE, Community Health, Organisation 7, Dublin	Senior Leader
2018-19	Breda Fallon	Director of Nursing, UHLG	Health Service Executive, Ireland	Senior Leader
2018-19	Carol Kefford	Clinical Director and Chief Nurse	Nuffield Health	Senior Leader
2018-19	Angela Knight-Jackson	Head of Clinical Senate	NHS England	Senior Leader
2018-19	Patricia O'Gorman	Operational Director of Nursing	University Hospital Group Limerick	Senior Leader
2018-19	Claire Painter	Deputy Chief Nurse	University College Hospitals NHS Trust	Senior Leader
2018-19	Jennifer Watson-Martin	Director of Nursing	King's College Hospital NHS Foundation Trust	Senior Leader
2018-19	Susan Wilkinson	Deputy Director of Nursing	East & North Herts NHS Trust	Senior Leader

Research Scholars

Year	Scholar Name	Job Title	Employing Organisation	Scholarship Type
2018-19	Fiona Bowman	Staff Nurse	Royal Hospital for Children, Glasgow	Research
2018-19	Sandra Mulrennan	Clinical Nurse Specialist	Barts	Research
2018-19	Edith Bartrop-Ambrose	Nurse Practitioner	Delamere Health Centre - Trafford	Research
2018-19	Sally Humphreys	ACET Lead Clinical Researcher	West Suffolk NFT	Research
2018-19	Florence Sharkey	Lead Nurse R&D	Western Health & Social Care Trust, NI	Research
2018-19	Emma Rickards	Respiratory Matron	Liverpool Heart & Chest Hospital	Research
2018-19	Leanne Holman	Out of hours Matron	Northampton Healthcare NFT	Research
2018-19	Susan Abbott-Smith	Senior Charge Nurse	Royal Edinburgh Hospital	Research
2018-19	Monica Oancea	Senior Staff Nurse	STBH	Research

Travel Scholars

Year	Scholar Name	Job Title	Employing Organisation	Scholarship Type
2018-19	Patricia Aideen Cooney	Specialist Infant MH HV	WHSCT (NI)	Travel
2018-19	Rebecca Mortimer	Senior Matron, Emergency Services	UCLH	Travel
2018-19	Alison Perry	Research Midwife	Imperial	Travel
2018-19	Sian Thomas	Consultant Nurse Community Child Health	ABUHB (Wales)	Travel
2018-19	Sally-Ann Tedstone	Infant Feeding Specialist	RUH Bath	Travel
2018-19	Juan Carlos Quijano-Campos	Clinical Research Nurse	RPH Cambridge	Travel
2018-19	Nicola Noble	Lead Nurse Menopause	ABUHB (Wales)	Travel
2018-19	Lucy Lewis	Consultant Practitioner Trainee OP Pathway	HEE South	Travel
2018-19	Gearoid Brennan	Staff Nurse	NHS Lothian	Travel
2018-19	Sarah Coiffait	Practice Development Midwife	Northampton General Hospital	Travel
2018-19	Nicola Carey	Reader in LTC	University of Surrey	Travel
2018-19	Nicola Macfarlane	Lead Nurse SACT	Royal Free	Travel
2018-19	Helen Bosley	Infection Prevention and Control Matron	OHNFT	Travel

Appendix 2 – 2017/18 Completed Scholars

Leadership Scholars					
Year	Scholar Name	Job Title	Employing Organisation	Region	Scholarship Type
2017-18	Mandy Catchpole	Head of Nursing - Quality	NHS Hastings and Rother CCG	East Sussex	Aspiring Nurse Director
2017-18	Adrian Bryan	Head of Quality CCG KSS	High Weald Lewes Havens CCG	East Sussex	Aspiring Nurse Director
2017-18	Valentine Chiguvare	Associate Director of Nursing-Clinical Standards	Hampshire Hospitals Foundation Trust	Hampshire	Aspiring Nurse Director
2017-18	Alice Davies	Assistant Director of Nursing CPEoL Pennine	Pennine Acute Hospitals	Huddersfield, West Yorkshire	Aspiring Nurse Director
2017-18	Ruth Dando	Lead Nurse ITU	Bupa, Cromwell, London	London	Aspiring Nurse Director
2017-18	Louise Crosby	Director of Nursing	Barts NHS	London	Aspiring Nurse Director
2017-18	Lian Lee	Matron (Theatres/Endoscopy)	The Royal Marsden Hospital NHS Foundation Trust	London	Aspiring Nurse Director
2017-18	Dee Waterhouse	Lead Nurse Bupa	Bupa, Salford	Manchester	Aspiring Nurse Director
2017-18	Paula Bennett	Associate Director Manchester AHSN	Greater Manchester Academic Health Science Network	Manchester	Aspiring Nurse Director
2017-18	Lisa Wilks	Lead Nurse Q&S Wales	Velindre Cancer Centre	Newport, South Wales	Aspiring Nurse Director
2017-18	Heather Gallagher	Associate Director Midwifery Northampton	Northampton General Hospital NHS Trust	Northampton	Aspiring Nurse Director
2017-18	Mia Cruttenden	Deputy Director of Nursing & Quality KSS	NHS England South (South East)	Tonbridge, Kent	Aspiring Nurse Director
2017-18	Jay Behizulu Dungeni	Deputy Director of Nursing & Integrated Governance	The Hillingdon Hospitals NHS Foundation Trust	Uxbridge	Aspiring Nurse Director
2017-18	Norma Hayes	Clinical Nurse Specialist Continence Wirral	Wirral Community NHS Foundation Trust	Wirral	Aspiring Nurse Director
2017-18	Charlotte Phillips-Girling	General Nurse, RAF	HQ Air, Health Directorate	Buckinghamshire	Emerging Leader
2017-18	Linda Tinkler	Academic Research Nurse	University Hospital of North Durham/Academic Research Nurse Visiting Lecturer	Durham	Emerging Leader
2017-18	Carol Gill	Clinical Occupational Health Nurse	Bupa, London	London	Emerging Leader
2017-18	Kelly Wright	Lead Nurse Acute Kidney Injury	King's College Hospital	London	Emerging Leader

2017-18	Emma Masters	Advanced Nurse Practitioner Young Adults	The Royal Marsden Hospital	London	Emerging Leader
2017-18	Paul Carruthers	Clinical Lead Bupa	Bupa, Manchester	Manchester	Emerging Leader
2017-18	Marie Marshall	Paediatric Diabetes Nurse Specialist	Royal Manchester Children's Hospital	Manchester	Emerging Leader
2017-18	Katie Oakes	Senior Ward Sister	Derriford Hospital, Plymouth	Plymouth	Emerging Leader
2017-18	Nyadzai Priscillah Ruzayi	Ward Manager	Tunbridge Wells Hospital	Tunbridge Wells	Emerging Leader
2017-18	Emma Maxwell	Urgent Primary Care Wirral	Wirral Community NHS Foundation Trust	Wirral	Emerging Leader
2017-18	Susan Marshall	Chief Nurse	Brighton General Hospital	Brighton	General Leader
2017-18	Marcus Bailey	Ambulance Service	East of England Ambulance Service NHS Trust	Cambridgeshire	General Leader
2017-18	Geoffrey Hall	Army OH Nurse	QARANC	Glasgow	General Leader
2017-18	Caron Swinscoe	Director of Nursing	NHS Digital	Leeds	General Leader
2017-18	Jan Noble	Transformation in St Christopher's Hospice	St Christopher's Hospice	London	General Leader
2017-18	Jane Simons	Chief Nurse Addaction	Addaction	London	General Leader
2017-18	Julie Sanders	Head of Clinical Research	Barts Health	London	General Leader
2017-18	Sonja McIlfatrick	Professor in Nursing Cancer & End of Life Care	Ulster University	Northern Ireland	General Leader
2017-18	Judith Douglas	Director of Nursing	East Midlands Ambulance Service NHS Trust	Nottingham	General Leader
2017-18	Penny Smith	Director of Nursing	NHS England South (SW)	Somerset	General Leader
2017-18	Eileen Whelan	Chief Director of Nursing & Midwifery	Dublin Midlands Hospital Group, S Ireland	Southern Ireland	General Leader
2017-18	Mary Brosnan	Director of Midwifery & Nursing	National Maternity Hospital, S Ireland	Southern Ireland	General Leader
2017-18	Emma Wadey	Deputy Chief Nurse	On Secondment to Southern Health	West Sussex	General Leader

Research Scholars

2017-18	Julia Wells	Nurse Consultant Older Adults Mental Health	NHS Grampian	Aberdeen, Scotland	Research
2017-18	Eleanor Peter	Medical Nurse Practitioner	Royal United Hospital	Bath	Research
2017-18	Rachel Muncey	Health Visitor	Berkshire Healthcare Foundation Trust	Berkshire	Research
2017-18	Sharon Garner	Research Nurse	University Hospital Birmingham	Birmingham	Research
2017-18	Allison Bentley	Dementia Research Nurse	Cambridge & Peterborough NHS Foundation Trust	Cambridgeshire	Research
2017-18	Ann-Marie Wardell	Paediatric Research Nurse	University of Cambridge	Cambridgeshire	Research
2017-18	Louisa Long	Staff Nurse, Enhanced Care Ward. Adult Mental Health Inpatient.	Derbyshire Healthcare Foundation Trust	Derbyshire	Research
2017-18	Ann Cox	Service Line manager CAMHS	Derbyshire Healthcare NHS Foundation Trust	Derbyshire	Research
2017-18	Olivia Silverwood-Cope	Midwife	Gloucestershire NHS Foundation Trust	Gloucestershire	Research
2017-18	Emma Rickards	Early Supported Discharge Lead	Liverpool Heart and Chest	Liverpool	Research
2017-18	Kizhakkekara Molamma Varghese	Sister	Imperial College Healthcare NHS Trust	London	Research
2017-18	Zoe Yessaian	Community Psychiatric Nurse	East London Foundation Trust	London	Research
2017-18	Ingrid Hass	Staff Nurse - Hyper Acute Stroke Unit	University College Hospital London	London	Research
2017-18	Patricia Kiilu	Midwife/Research Nurse	London North West Health Care NHS Trust	London	Research
2017-18	Joanna De Souza	Lecturer in Nursing	King's College London	London	Research
2017-18	Timothy Stephens	Nurse researcher	Barts Health NHS Trust	London	Research
2017-18	Aileen Aherne	Jaundice CNS	Central Manchester University Hospitals NHS Foundation Trust	Manchester	Research
2017-18	Qun Wang	Nurse Consultant	Queen Elizabeth Hospital King's Lynn NHS Foundation Trust	Norfolk	Research
2017-18	Gerard Quinn	Staff Nurse	Belfast Health and Social Care Trust	Northern Ireland	Research
2017-18	Rebecca Delpino	Educator Medical Devices	Heart of England NHS Foundation Trust	Solihull, West Midlands	Research
2017-18	Amanda Harris	Primary Ciliary Dyskinesia & Children's Respiratory Nurse Specialist	Southampton Children's Hospital,	Southampton	Research
2017-18	Wendy Webb	Senior Staff Nurse (Nights)/ Nurse Independent Prescriber	Crisis Team	Warwick	Research

Travel Scholars

2017-18	Una Adderley	Lecturer in Community Nursing	University of Leeds	Leeds	Travel
2017-18	Odette Rawdon	CAMHS Crisis and Home Treatment Practitioner	Lincolnshire Partnership Foundation Trust	Lincolnshire	Travel
2017-18	Cristina Fernandez Turienzo	Research Assistant	King's College London	London	Travel
2017-18	Sarah Lea	Research Facilitator	University College London Hospitals NHS Foundation Trust	London	Travel
2017-18	Sarah Russell	Head of Research and Evidence	Hospice UK	London	Travel
2017-18	Sheila Small	Partnership Quality Lead	Macmillan Cancer Support	London	Travel
2017-18	Charlotte Weston	Lead Nurse	The Royal Marsden NHS Foundation Trust/ Teenage Cancer Trust	London	Travel
2017-18	Virginia Bennett	Lecturer Children and Young People's Nursing	University of Manchester	Manchester	Travel
2017-18	Shauna Duggan & Stephanie Dunleavy	Lecturers in Nursing	Ulster University	Northern Ireland	Travel
2017-18	Rosemary Kelly	PhD student	Ulster University	Northern Ireland	Travel
2017-18	Sheena Stothers	Complex Skin Cancer Clinical Nurse	South Eastern Healthcare Trust	Northern Ireland	Travel
2017-18	Lauren Harding	School Nurse	Oxford Health NHS Foundation Trust	Oxford	Travel
2017-18	Neesha Oozageer Gunowa	Doctoral Researcher	Oxford Institute of Nursing, Midwifery and Allied Health Research	Oxford	Travel
2017-18	Vincenzo Calascibetta	Registered General Nurse	Spire Healthcare Limited	Redbridge, Ilford	Travel
2017-18	Marie Lewis	Practice Development Midwife Band	Powys Teaching Health Board	Wales	Travel
2017-18	Andrew Walker	Lecturer in Mental Health Nursing	Bangor University	Wales	Travel

Appendix 3 – Activities of FNF Clinical Professors

Date	Type:	Clinical Professor:	Author List:	Publication Title:	Reference:
2018	Publication	Vivien Coates	COATES, VE, Slevin M, Carey M, Slater P, Davies M.	Declining structured diabetes education in those with type 2 diabetes: A plethora of individual and organisational reasons.	Patient Education and Counselling. 101(4):696-702. doi: 10.1016/j.pec.2017.10.013. CI, led the study, wrote the paper.
2018	Publication		Taggart L, Truesdale M, Carey ME, Martin-Stacey L, Scott J, Bunting B, COATES VE, Brown M, Karatzias T, Northway R, Clarke JM.	Educational and psychological aspects Pilot feasibility study examining a structured self-management diabetes education programme, DESMOND-ID, targeting HbA1c in adults with intellectual disabilities.	<i>Diabetic Medicine</i> . 35; 1357-146. DOI: 10.1111/dme.13539. Advised on diabetes throughout the study and reviewed drafts of paper.
2018	Publication		Mulhall P, Taggart L. COATES VE, McAloon T, Hassiotis A.	A systematic review of the methodological and practical challenges of undertaking randomised-controlled trials with cognitive disability populations	Social Science & Medicine. 200, 114-128. https://doi.org/10.1016/j.socscimed.2018.01.032 . Co-supervisor and reviewed drafts.
2019	Publication		Holmes SW, Moorhead SA, COATES VE, Bond RR, Zheng H.	Impact of digital technologies for communicating messages on weight loss maintenance: a systematic literature review.	European Journal of Public Health. 29 (2), 320–328, https://doi.org/10.1093/eurpub/cky171 (Editor's Choice) 4th supervisor and reviewed drafts.
2019	Publication		Carey ME; Horne R, Davies M; Slevin M, COATES VE.	Exploring organisational support for the provision of structured self-management education for people with Type 2 diabetes: findings from a qualitative study.	Diabetic Medicine. In production. DOI: 10.1111/dme.13946. CI, led the study and co-wrote the paper.
2019	Publication		McCay D, Hill A, COATES VE, O'Kane M, McGuigan K.	Structured diabetes education outcomes - Looking beyond HbA1c: A systematic review.	Practical Diabetes. Accepted. Supervised the study & reviewed drafts.
	Publication		<i>Under review and responding to reviewer comments.</i>	Challenges to conducting randomised controlled trials with adults with intellectual disabilities: interviews with international experts.	Journal of Applied Research in Intellectual Disabilities. Supervised the study and reviewed drafts of the paper.
	Publication		<i>Under review and responding to reviewer comments.</i>	The methodological and practical challenges to conducting feasibility, pilot and randomised controlled trials with adults with intellectual disabilities: consensus from international experts using a Delphi survey. Clinical Trials	Journal of the Society for Clinical Trials. Supervised the study and reviewed drafts of the paper.
2019	Publication	Bridget Johnston	Johnston B, Pringle J Kelly T B, Scott R, Gold L and Dempsey R	Multiple and multidimensional life transitions in the context of life-limiting health conditions: longitudinal study focussing on perspectives of young adults, families and professionals	
2019	Publication		Cooper M, Johnston B (2019)	Differential Diagnosis Decision Support Systems in Primary and Out-of-Hours Care: A Qualitative Analysis of the Needs of Key Stakeholders in Scotland	
	Publication				Journal of Primary Care & Community Health 10: 1–6 https://doi.org/10.1177/2150132719829315
2018	Publication		Charnley K Barry C McIlfratrick S Larkin P Brenner M Johnston B	Evaluating an educational programme for dignity care intervention with community nurses in Ireland	International Journal of Palliative Nursing 24, 10 Published Online:25 Oct 2018 https://doi.org/10.12968/ijpn.2018.24.10.474
2018	Publication		Deaton C, Nolan F, Johnston B	Nursing in an age of multimorbidity	BMC Nursing 2018 17:49 https://doi.org/10.1186/s12912-018-0321-z
2018	Publication		Patterson A, Wilson E, Almack K, Hardy, B, Bravington A Mathews G, Seymour S	Using Pictor to evaluate patients and carers experience of Macmillan Specialist Care at home, Palliative Medicine (accepted in press)	
2019	Publication		Tieman J Johnston B	Using mindlines in palliative care	Accepted in press, Palliative Medicine

2019	Publication	Michelle Briggs	Callaghan M Hunt C Briggs M	Psychologically informed approaches to chronic lower back pain; exploring musculoskeletal physiotherapists attitudes and beliefs	Musculoskeletal Care January 2019
2018	Publication		Johnson MI, Milligan J, Briggs M	Twenty-five years of pain education research— what have we learned? Findings from a comprehensive scoping review of research into pre-registration pain	Thompson K, Johnson MI, Milligan J, Briggs M Twenty-five years of pain education research— what have we learned? Findings from a comprehensive scoping review of research into pre-registration pain ...Pain 159 2018 2146-2158 journals.lww.com
2018	Publication		Martine Kajander, Vanessa Lawrence, Lei Clifton, Alan J Thomas, Clive Ballard, Iracema Leroi, Michelle Briggs, Jose Closs, Tom Denning, Kayleigh-Marie Nunez, Ingelin Testad, Renee Romeo, Anne Corbett	Feasibility of a staff training and support programme to improve pain assessment and management in people with dementia living in care homes	Anya Petyaeva, Martine Kajander, Vanessa Lawrence, Lei Clifton, Alan J Thomas, Clive Ballard, Iracema Leroi, Michelle Briggs, Jose Closs, Tom Denning, Kayleigh-Marie Nunez, Ingelin Testad, Renee Romeo, Anne Corbett: Feasibility of a staff training and support programme to improve pain assessment and management in people with dementia living in care homes. International Journal of Geriatric Psychiatry 05/2018; 33(Suppl 1)., DOI:10.1002/gps.472
2018	Publication		Thomas Y Briggs M	The impact of a Role Emerging Placement while a student occupational therapist, on subsequent qualified employability, practice and career path	Australian Occupational Therapy Journal
2018	Publication		Piper C, Briggs M, Frazer Brown	Play Within the Pre-registration Children's Nursing Curriculum Within the United Kingdom: A Content Analysis of Programme Specifications	February 2018 Journal of Pediatric Nursing
2019	Publication	Fiona Nolan	Brimblecombe, N., Quist, H., Nolan, F	A mixed methods survey to explore views of staff and service users in mental health inpatient wards prior to introduction of a digital early warning system for physical deterioration	Brimblecombe, N. Quist, H., Nolan, F. A mixed methods survey to explore views of staff and service users in mental health inpatient wards prior to introduction of a digital early warning system for physical deterioration Journal of Psychiatric and Mental Health Nursing Accepted 7/2/2019, Published 17/4/2019 DOI: 10.1111/jpm.12511
2019	Publication		Evans, B., Osborn, D., Marston, L., Lamb, D., Ambler, G., Hunter, R., Mason, O., Sullivan, S., H., Onyett, S., Johnston, E., Morant, N., Nolan, F., Kelly, K., Christoforou, M., Fullarton, K., F., Davidson, M., Piotrowski, J., Mundy, E., Bond, Gary; W., Johnson, S	The CORE Service Improvement Programme for mental health Crisis Resolution Teams: results from a cluster-randomised trial.	Evans, B., Osborn, D., Marston, L., Lamb, D., Ambler, G., Hunter, R., Mason, O., Sullivan, S., H., Onyett, S., Johnston, E., Morant, N., Nolan, F., Kelly, K., Christoforou, M., Fullarton, K., F., Davidson, M., Piotrowski, J., Mundy, E., Bond, Gary; W., Johnson, S. The CORE Service Improvement Programme for mental health Crisis Resolution Teams: results from a cluster-randomised trial. British Journal of Psychiatry. Accepted 3rd January, Published 14th February 2019 https://doi.org/10.1192/bjp.2019.21
2018	Publication		O'Connor, S., Deaton, C., Nolan, F., Johnston, B	Nursing in an age of multimorbidity.	O'Connor, S., Deaton, C., Nolan, F., Johnston, B. Nursing in an age of multimorbidity. BMC Nursing 2018 17:49 https://doi.org/10.1186/s12912-018-0321-z
2018	Publication		Balint, B., Killaspy, H., Marston, L., Barnes, T., Latorre, A., Joyce, E., Clarke, C., De Micco, R., Edwards, M., Erro, R., Foltynie, T., Hunter, R., Nolan, F., Schrag, A., Freemantle, N., Foreshaw, Y., Green, N., Bhatia, K., Martino, D	Development and clinimetric assessment of a nurse-administered screening tool for movement disorders in psychosis.	Balint, B., Killaspy, H., Marston, L., Barnes, T., Latorre, A., Joyce, E., Clarke, C., De Micco, R., Edwards, M., Erro, R., Foltynie, T., Hunter, R., Nolan, F., Schrag, A., Freemantle, N., Foreshaw, Y., Green, N., Bhatia, K., Martino, D. Development and clinimetric assessment of a nurse-administered screening tool for movement disorders in psychosis. British Journal of Psychiatry Open, 2018, http://dx.doi.org/10.1192/bjo.2018.55

2019	Publication	Candy McCabe	Macfarlane GJ, Walker-Bone K, Burton K, Heine PJ, McCabe CS, McNamee P, McConnachie A, Zhang R, Whibley D, Palmer KT, Coggon D.	Maintained physical activity and physiotherapy in the management of distal upper limb pain – a randomised controlled trial.	RMD Open 2019: in press.
2019	Publication		Bean D, Johnson MH, MacDermid JC, Grieve S, McCabe CS, Harden R N.	Measurement Properties of the SF-MPQ-2 Neuropathic Qualities Subscale in Persons with CRPS: Validity, Responsiveness, and Rasch Analysis.	Pain Medicine, Volume 20, Issue 4, 2019:799–809
2019	Publication		A, Howard C, McCabe CS.	An exploration of the experiences of women treated with radiotherapy for breast cancer: learning from recent and historical cohorts to identify enduring needs.	Eu.J Oncology Nursing. 2019; in press
2019	Publication		Barker C, Birklein F, Brunner F, Casale R, Eccleston C, Eisenberg E, McCabe CS, Moseley GL, Perez R, Perrot S, Terkelsen A, Thomassen I, Zyluk A, Wells C.	Standards for the diagnosis and management of Complex Regional Pain Syndrome: results of a European Pain Federation task force.	Eu. J of Pain 2019 Jan 8. doi: 10.1002/ejp.
2019	Publication		Mercier C, Grieve S, Palmer S, Bailey J, McCabe CS.	Sensory disturbances induced by sensorimotor conflicts are higher in complex regional pain syndrome and fibromyalgia compared to arthritis and healthy subjects, and positively relate to pain intensity.	Eu. J Pain 2019 Mar;23(3):483-494
2018	Publication		McCabe C, Muir S. and Walsh N.	Digital behaviour change interventions to facilitate physical activity in osteoarthritis: A systematic review.	Physical Therapy Reviews 2018: 1-10. ISSN 1083-3196
2018	Publication		Giorgi N, Gagné M, Pinard A-M, McCabe C, Mercier C.	Motor and sensory disturbances induced by sensorimotor conflicts during passive and active movements in healthy participants.	Plos One 2018
2018	Publication		Giorgi N, Gagné M, Pinard A-M, McCabe C, Mercier C.	Exploring the relationships between alterations of body image, sense of limb position and sense of limb movement in complex regional pain syndrome.	Journal of Pain; 2018 in press
2018	Publication		Jones G, Macfarlane G, Walker-Bone K, Burton K, Heine P, McCabe C, McConnachie A, Palmer K, Coggon D, McNamee P.	Cost-utility of maintained physical activity and physiotherapy in the management of distal arm pain: an economic evaluation of data from a randomised controlled trial.	Family Practice June 2018; in press.
2018	Publication		Swanenburg J, Wertli MM, Langenfeld A, McCabe CS, Lewis J, Baertschi E, Brunner F.	Translation and validation of the Bath CRPS body perception disturbance questionnaire into German: Cross-section study with CRPS patients.	Der Schmerz 2018; in press
2019	Publication		Macfarlane GJ, Walker-Bone K, Burton K, Heine PJ, McCabe CS, McNamee P, McConnachie A, Zhang R, Whibley D, Palmer KT, Coggon D.	Maintained physical activity and physiotherapy in the management of distal upper limb pain – a randomised controlled trial.	RMD Open 2019: in press.
2019	Publication		Howard C, McCabe CS.	An exploration of the experiences of women treated with radiotherapy for breast cancer: learning from recent and historical cohorts to identify enduring needs.	Eu.J Oncology Nursing. 2019; in press.
2018	Publication		McCabe C., Muir, S. and Walsh, N.	Digital behaviour change interventions to facilitate physical activity in osteoarthritis: A systematic review.	Physical Therapy Reviews 2018: 1-10. ISSN 1083-3196.
2018	Publication		Jones G, Macfarlane G, Walker-Bone K, Burton K, Heine P, McCabe C, McConnachie A, Palmer K, Coggon D, McNamee P.	Cost-utility of maintained physical activity and physiotherapy in the management of distal arm pain: an economic evaluation of data from a randomised controlled trial.	Family Practice June 2018; in press.
2017	Publication	White P, Hibberd Y, Davies L, Marinus J, Perez RSGM, Thomassen I, Brunner F, Sontheim C, Birklein F, Goebel A, Haigh R, Connett R, Maihöfner C, Knudsen L, Harden N, Zyluk A, Shulman D, Small H, Gobeil F, Moskovitz P.	Are you better? A multi-centre study exploring the patients' definition of recovery from Complex Regional Pain Syndrome.	Eu. J. Pain 2017 in press.	

2017	Publication	Candy McCabe	Gagné M, McCabe C, Mercier C.	Sensory Disturbances, but not Motor Disturbances, induced by Sensorimotor Conflicts are increased in the Presence of Acute Pain. <i>Frontiers in Integrative Neuroscience</i>	https://doi.org/10.3389/fnint.2017.00014 .
2017	Publication		Perez RSGM, Birklein F, Brunner F, Bruehl S, Harden RN, Packham T, Gobeil F, Haigh R, Holly J, Terkelsen A, Davies L, Lewis J, Thomassen I, Connett R, Worth T, Vatine J-J, McCabe CS.	Recommendations for a first Core Outcome Measurement set for complex regional PAin syndrome <i>Clinical sTudies (COMPACT)</i> .	<i>Pain</i> 2017; June 158(6): 1083-1090.
2017	Publication		Bisla J, Carganillo R, Frank B, Gupta R, James M, Kelly J, McCabe C, Murphy C, Padfield N, Philips C, Saunders M, Serpell M, Shenker N, Shoukrey K, Wyatt, L, Ambler G.	Low-dose intravenous immunoglobulin treatment for longstanding Complex Regional Pain Syndrome, a randomized placebo-controlled phase III multicenter trial.	<i>Annals of Internal Medicine</i> 2017; 167 (7): 476-483.
2016	Publication		Jones L, Walsh N, McCabe CS.	What outcome measures are commonly used for Complex Regional Pain Syndrome clinical trials? A systematic review of the literature.	<i>Eu. J of Pain</i> ; 2016 Mar;20(3):331-40. doi: 10.1002/ejp.733.
2016	Publication		Llewellyn A, Palmer S, Rowett-Harris J, Atkins RM, McCabe CS.	Sensorimotor dysfunction after limb fracture - an exploratory study.	<i>Eu J Pain</i> . 2016;20(9):1402-1412.
2015	Publication		Cramp F, Gauntlett-Gilbert J, Wynick D, McCabe CS.	The role of physical activity and psychological coping strategies in the management of painful diabetic neuropathy – A systematic review of the literature.	<i>Physiotherapy</i> 2015 Dec;101(4):319-26.
2015	Publication		Thomas N, McCabe C, Selles R, Vail A, Tyrrell P, Tyson S.	Patient-directed therapy during in-patient stroke rehabilitation: stroke survivors' views of feasibility and acceptability.	<i>Disability and Rehabilitation</i> ; 2015 Apr 28:1-6.
2015	Publication		Lalli S; Marinus J; Maihöfner C; McCabe C; de Koning-Tijssen M; van der Plas A; Munts A; Warrenburg B; Albanese A; van Hilten JJ.	Reliability and validity of the Range of Motion scale (ROMS) in patients with abnormal postures.	<i>Pain Medicine</i> 2015 Mar;16(3):488-93.
2015	Publication		Wilkinson J; Thomas N; Selles R; McCabe C, Tyrrell P, Vail A.	Phase II pragmatic randomized controlled trial of patient led mirror therapy and lower limb exercises in acute stroke.	<i>Neurorehab and Neural Repair</i> ; 2015 Jan 9. pii: 1545968314565513.
2015	Publication		Verschueren K, McCabe C, Stegmann J, Zima J, Mahaux O, Van Holle L, Angelo G.	Investigating Reports of Complex Regional Pain Syndrome: An Analysis of HPV-16/18-Adjuvanted Vaccine Post-Licensure Data.	<i>EBioMedicine</i> . 2015;2:1114-1121. http://dx.doi.org/10.1016/j.ebiom.2015.07.003DOI:10.1016/j.ebiom.2015.07.003 .
2014	Publication	Goebel A; Rockett M; Batchelor J; Jones G; Parker RA;Williams ACdeC; McCabe C.	Establishing the prognosis for patients with chronic Complex Regional Pain Syndrome: the value of the CRPS-UK Registry.	<i>British Journal of Pain</i> 2014; July:1-8.	

2018	Publication	Christi Deaton	Wu L, Cleator J, Mamas M, Deaton C	An assessment of UK inpatient care for heart failure patients with diabetes	European Journal of Cardiovascular Nursing. ePub May 2018. DOI: 10.1177/1474515118777412
2018	Publication		Cramer H, Hughes J, Featherstone K, Johnson R, Evans M, Timmis A, Deaton C, Feder G	“Who does this patient belong to?” Boundary work and the re/making of (NSTEMI) heart attack patients.	. Sociology of Health and Illness 2018 Jun 28. doi: 10.1111/1467-9566.12778
2018	Publication		Deaton C, Edwards D, Malyon A, Zaman M	The Tip of the Iceberg: Finding Patients with Heart Failure with Preserved Ejection Fraction in Primary Care	British Journal of General Practice Open 19 September 2018 doi.org/10.3399/bjgpopen18X101606.
2018	Publication		Early F, Wellwood I, Kuhn I, Deaton C, Fuld J.	Interventions to increase referral and uptake to Pulmonary Rehabilitation in people with Chronic Obstructive Pulmonary Disease (COPD): a systematic review	International Journal of Chronic Obstructive Pulmonary Disease 2018; 13: 3571 – 3586
2018	Publication		Hartley P, Keevil VL, Westgate K, White T, Brage S, Romero-Ortuno R, Deaton C.	Using Accelerometers to Measure Physical Activity in Older Patients Admitted to Hospital.	Current Gerontology and Geriatrics Research. 2018: doi.org/10.1155/2018/3280240.
2018	Publication		O'Connor S, Deaton C, Nolan F, Johnson B.	Nursing in an Age of Multimorbidity.	BMC Nursing. 2018; 17:49. https://doi.org/10.1186/s12912-018-0321-z
2019	Publication		Early F, Wilson P, Deaton C, Wellwood I, Dickerson T, Ward J, Jongepier L, Barlow R, Singh SJ, Benson J, Brimicombe J, Kim L, Haque H, Fuld J.	Developing an intervention to increase REferral and uptake TO pulmonary REhabilitation in primary care in patients with chronic obstructive pulmonary disease (the RESTORE study): mixed methods study protocol.	BMJ Open. 2019 Jan 21;9(1):e024806. doi: 10.1136/bmjopen-2018-024806.
2019	Publication		Deaton C	Addressing the paradox of age and participation in cardiac rehabilitation.	Eur J Prev Cardiol. 2019 Mar 28:2047487319839258. doi: 0.1177/2047487319839258
2019	Publication		Charman S, Okwose N, Maniopoulos G, Graziadio S, Metzler T, Banks H, Vale L, MacGowan GA, Seferovic PM, Fuat A, Deaton C, Mant J, Hobbs RFD, Jakovljevic DG.	Opportunities and challenges of a novel cardiac output response to stress (CORS) test to enhance diagnosis of heart failure in primary care: qualitative study.	BMJ Open. 2019;9:e028122. doi:10.1136/bmjopen-2018-028122
2019	Publication	Natalie Pattison	O'Reilly A1, Hughes P1, Mann J1, Lai Z2, Teh JJ2, Mclean E2, Edmonds K1, Lingard K1, Chauhan D1, Lynch J1, Au L1, Ludlow A1, Pattison N3, Wiseman T4, Turajlic S1,5, Gore M1, Larkin J1, Husson O6.	An immunotherapy survivor population: health-related quality of life and toxicity in patients with metastatic melanoma treated with immune checkpoint inhibitors.	
2019	Publication		Pattison N Duijts S	The value of systematic, rigorous and contemporary literature reviews in advancing cancer care.	
2019	Publication		Pattison N, O'Gara G, Lucas C, Gull K, Thomas K, Dolan S.	Filling the gaps: A mixed-methods study exploring the use of patient diaries in the critical care unit.	
2019	Publication		Vollam S, Gustafson O, Hinton L, Morgan L, Pattison N, Thomas H, Young JD, Watkinson P.	Protocol for a mixed-methods exploratory investigation of care following intensive care discharge: the REFLECT study.	
2019	Publication		Pattison N, Mclellan J, Roskelly L, McLeod K, Wiseman T.	Managing clinical uncertainty: An ethnographic study of the impact of critical care outreach on end-of-life transitions in ward-based critically ill patients with a life-limiting illness.	
2018	Publication		Barth C, Soares M, Toffart AC, Timsit JF, Burghi G, Irrazabal C, Pattison N, Tobar E, Almeida BF, Silva UV, Azevedo LC, Rabbat A, Lamer C, Parrot A, Souza-Dantas VC, Waller F, Blot F, Bourdin G, Piras C, Delemazure J, Durand M, Salluh J, Azoulay E, Lemiale V; Lung Cancer in Critical Care (LUCCA) Study Investigators.		
2018	Publication		Connolly B, Allum L, Shaw M, Pattison N, Dark P.	Characterising the research profile of the critical care physiotherapy workforce and engagement with critical care research: a UK national survey.	
2018	Publication		Connolly B, Denehy L, Hart N, Pattison N, Williamson P, Blackwood B.	Physical Rehabilitation Core Outcomes In Critical illness (PRACTICE): protocol for development of a core outcome set.	

Date	Type:	Clinical Professor:	Author List:	Title:	Reference:
2018	Invited Speaker UK	Vivien Coates	Coates VE, Mary Austin PPI	International Perspectives on Evaluation of PPI in Research, Newcastle upon Tyne	Going the extra mile along a road less travelled. Oral presentation (with Mary Austin PPI).
2019	Invited Speaker UK		COATES, VE, Slevin M, Carey M, Slater P, Davies M	NIHR Clinical Research Network Event, Liverpool.	Invited to co-lead Mentorship Scoping Workshop for NMAHPs Supporting the next generation of researchers to deliver high quality diabetes research in the UK.
2018	Book/Book Chapter	Bridget Johnston	Walshe C, Preston N, Johnston B	Palliative Care Nursing: Principles and Evidence for Practice	McGraw-Hill / Open University Press
2018	Invited Speaker UK		Keynote Technology and palliative care, Cecily Saunders Institute KCL, London.		
2019	Invited Speaker UK		Psychosocial interventions in Dementia research, March Scotland		
2019	Invited Speaker UK		Oral care and end of Life care, Glasgow Odontological Society		
2019	Invited Speaker UK		Evidence based Symptom Control, Current Issues in Palliative Care, London May		
2019	Invited Speaker UK	Fiona Nolan	Fiona Nolan, Neil Brimblecombe	Embedding a clinical research culture	
2019	Invited Speaker UK		Christine Burt, Sarah Jones, Fiona Nolan	Demonstrating the impact of clinical academic roles	
2018	Invited Speaker International	Candy McCabe		Complex Regional Pain Syndrome: complex pain rehabilitation.	Unmet needs in Neuropathic Pain Congress. Bergamo, Italy. October 2018. Invited speaker.
2018	Invited Speaker UK			Pain. How we experience, how it works and why it matters.	St Benedict's School, Ealing, London. October 2018. Invited speaker.
2018	Invited Speaker UK			Chronic CRPS: how to get it out of your clinic.	British Orthopaedic Association AGM. Birmingham. September 2018. Invited speaker.
2018	Invited Speaker UK			Future career? Arthritis Research UK Intern Dissemination Day.	UWE, Bristol. August 2018. Invited speaker.
2018	Invited Speaker UK			Pain. How we experience, how it works and why it matters.	Macmillan Cancer care Allied healthcare professional cancer late effects conference. Bath. July 2018. Invited speaker.
2018	Invited Speaker International			Functional rehabilitation for the relief of persistent pain.	EULAR, Amsterdam. June 2018. Invited speaker
2018	Invited Speaker UK			Nursing, the ultimate healthcare profession.	RUH, Bath Nursing and Midwifery Conference. May 2018. Key note speaker.

2018	Invited Speaker International	Christi Deaton	Deaton C	The European view: nursing in the ESC	Swiss Society of Cardiology, Basel
2018	Invited Speaker International		Deaton C	Finding HFPEF – how and why?	EuroHeartCare, Dublin
2018	Invited Speaker International		Deaton C	The non-adherent high risk patient - What do the Guidelines say?	ESC Congress, Munich
2018	Invited Speaker International		Deaton C	Patient Involvement in Guidelines: Is there Added Value?	ESC Congress, Munich
2018	Invited Speaker International		Deaton C	2018 ESC Guidelines for the Management of Cardiovascular Disease in Pregnancy	ESC Congress, Munich
2019	Invited Speaker International		Deaton C	Tip of the Iceberg: Finding Patients with HFpEF in Primary Care	European Primary Care Cardiovascular Society, Lisbon
2018	Invited Speaker UK	Natalie Pattison	State of the Art- Intensive Care Society, London	Placing the UK on the global map...the activity of the UKCCRG	
2018	Invited Speaker UK		Welsh Intensive Care Society, Saundersfoot	Activity of UKCCRG across the UK	
2018	Invited Speaker UK		Hertfordshire Nurse Day, Tewin Bury Farm	Nursing the critically ill across the care continuum	
2018	Invited Speaker UK		British Association of Critical Care Nurses	Critical care nursing research - the UK landscape	
2018	Invited Speaker UK		Patient Safety Congress	Critical care outreach: the intersection with critical illness rehabilitation	
2019	Invited Speaker UK		Facility of Intensive Care Medicine AGM	Priorities for research in end of life care in ICU	

The Annual Florence Nightingale Commemoration Service

Tuesday 12 May 2020 at 6.30pm
Westminster Abbey

Join us as we remember and celebrate the life and works of Florence Nightingale.

The 2020 service will be celebrating the bicentennial of Florence Nightingale.



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