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Welcome

I am proud to introduce the second issue of the Florence Nightingale Foundation Alumni Association Magazine. As you will discover it contains a wealth of information and encouraging stories about the work our scholars are doing to improve patient care wherever and whenever it is needed.

As we all know the demands for health care from an ageing population are constantly increasing and the need for a confident and professional body of nurses and midwives has never been more evident.

As you all know your Foundation aims to help the profession with scholarships, mentoring and by gaining the overdue recognition which nurses and midwives deserve.

Above all it is you, the Florence Nightingale Alumni, who can set the standards for modern nursing practice. Qualified, professional, multi-skilled and confident.

Enjoy the magazine.

Bryan K. Sanderson CBE
Chairman

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This year’s Florence Nightingale Foundation Annual Conference on the 12th and 13th March in London was the biggest yet with over 400 delegates participating.

The conference theme was ‘What Good Looks Like: Leading Quality Care’. Speakers included the Rt Hon Jeremy Hunt MP, Secretary of State for Health; Professor Steve Peters, psychiatrist and coach whose work on the Chimp Paradox is accredited with assisting Britain’s cycling team’s tremendous success in the 2012 Olympics; and bestselling international author Margaret Heffernan, who spoke to the audience about the phenomenon of wilful blindness and its implications for safe care.

Twenty-four masterclasses were on offer to delegates, many led by Florence Nightingale Foundation Alumni and the Florence Nightingale Foundation Chairs in Clinical Practice Research. Susie Pearce, one of our research scholars, led a workshop with a colleague Louise Soanes. Susie has been a nurse for 22 years. Her background is in cancer and palliative care and she has spent much of her career developing practice. We spoke to Susie about her scholarship and presenting at the conference.

Susie said ‘I have been extremely fortunate to have had Florence Nightingale Foundation Research Scholarships (in association with the Teenage Cancer Trust and the Raisa Gorbachov Foundation) for the last three years to support my doctoral studies at University College London.’ Susie is researching the impact of cancer on teenagers and young adults in the first year following their diagnosis. In her research work she uses innovative and creative methods such as storytelling and photographs. Susie’s findings emphasise the importance of the telling and the hearing of stories not only in research but also in delivering patient centred, engaged and compassionate care. Storytelling offers teenagers and young adults a useful way of finding meaning and negotiating the disruption of identity and biography serious illness can bring. Having time to talk in this way is particularly valued by boys.

Susie and her colleague Louise used their masterclass to involve delegates in discussion about how best to engage teenagers and young adults in research and in shaping health care delivery more generally. Susie said ‘we used examples and experiences to illustrate why research with teenagers and young adults matters, some of the barriers and enablers to engaging teenagers and young adults in research and the central importance of giving young people a voice.’
The Florence Nightingale Foundation Commemoration Service at Westminster Abbey is one of the most important and exciting events in the Foundation’s calendar. It is held annually in the week of Florence Nightingale’s birthday and International Nurses Day and acts to both commemorate Florence’s life and to celebrate the professions of nursing, midwifery and all staff working to support these services.

This year’s service was held on 6th May and was particularly special as it marked our 50th year of hosting the event at Westminster Abbey. Over 2000 nurses, midwives, healthcare professionals and guests from all over the UK attended the service, making it one of the largest the Foundation has had.

The address was given by Professor Michael Wheeler, a former Lay Canon and member of Chapter at Winchester Cathedral with readings given by Charlotte McArdle, CNO for Northern Ireland and a Florence Nightingale Foundation leadership scholar, and Sir Robert Francis QC, Patron of the Foundation.

Each year the service gets more and more popular – if you would like to attend next year’s service on 11th May 2016, make sure you visit our website (www.florence-nightingale-foundation.org.uk) at the start of the year to ensure you download the application form for free tickets and don’t miss out! Previous participants and attendees have had the following to say of the experience:

“Being involved in ‘The Procession of the Lamp’ was an experience that we all wanted to last for as long as possible, so we were more than happy to walk at an appropriately slow and dignified pace! As I saw my family and friends as we processed down through the Abbey, I had to look away before I became overwhelmed by emotion. Overwhelmed by the pride that everyone there had in being part of Florence Nightingale’s legacy and our hopes for contributing to the care of our patients in the future. As the procession left the abbey at the end of the service, the student nurses led the way, only right as they are our future nurses and midwives. The bells rang out as we came out of the abbey and we returned inspired to our roles as current and future nurses, midwives and leaders.”

Natalie Yates-Bolton, Lamp escort 2015

“Being involved in the procession of the Lamp made me feel proud of our profession; proud of what we are constantly achieving; proud that we are able to build on the foundations laid down by our predecessors over the years. All symbolised by that small lamp representing, amongst others things, continual enlightenment and the transfer of knowledge from person to person.”

Lee Marklew, Lamp escort 2014

“There are so many reasons why attending the Commemoration Service is so important to me. The first is to have the opportunity to celebrate the life and work of Florence Nightingale who is so well known as being the pioneer of nursing. The second is to have the opportunity to link with the Foundation and to have the opportunity to remain part of an organisation that helped me develop my career. The third is to meet up with friends who I only get to see once a year at the service!”

Gary J. Jones, Fellow of the Foundation

Students from Bangor University, Cardiff University, Swansea University, and the University of South Wales escorted the lamp which was carried by Alumna, Sam Foster, Chief Nurse at Heart of England NHS Foundation Trust; Alumna and Alumni Association steering group member, Natalie Yates-Bolton, lecturer at the University of Salford; and Sithembile Chinaire, Diabetes Nurse Specialist at the London Bridge Hospital.
Investing in Our Future
John Edwards Reflects on Students’ Day 2015

The Florence Nightingale Foundation holds an annual student day in which students from universities across the UK are invited to attend a panel session and the Commemorative Service at Westminster Abbey. John Edwards, one of the students who attended this year’s Students’ Day, contributed the following reflection:

I arrived at St Thomas’ Hospital as the Open University representative feeling excited and a little nervous, especially when faced with the grand surroundings of the Governors Hall, the venue for the panel session. I was, however, relieved to find nearly 80 other students in the same state of nervous excitement. After splitting into small groups, we were tasked to formulate questions for the panel centred around the themes of practice, education, research and leadership.

The panel, which included Geoffrey Walker OBE, a Matron at Poole Hospital in Dorset and Honorary Vice-President of the Florence Nightingale Foundation and Dr Aisha Holloway, an academic at the University of Edinburgh and a Florence Nightingale Foundation Leadership scholar, fielded these questions in a lively debate which saw the students engaging from a wide range of perspectives. What the panel session revealed was the eagerness and desire of students to face the forthcoming changes and challenges to the service with flexibility, enthusiasm and courage.

It has been suggested that the intellectualisation of nursing has resulted in the loss of compassion and commitment to patient care, however the panel session showed that the opposite is true. In order for nurses to lead confidently and instigate change and improvements in patient care, a highly educated workforce aware of broader social and political factors is essential. At the core of the panel session was the message of embracing, facing and inspiring change through leadership, research and commitment. I found the session exhilarating being around so much positivity especially at a time when increased demand and financial strain is causing low morale in the health service. The session was open and frank and I felt that all opinions were valued and taken seriously. The session ended with words of encouragement from the panel, urging us to ‘find our true north’ and to stay focused and true to ourselves, words we all found inspirational.

As we waited for the service to begin, nurses from the United States Air Force acted as ushers emphasising the global fellowship of nursing which transcends national, political and institutional barriers. The service was a celebration not just of Florence Nightingale but of nursing itself and served as an emotional reconnection with the profession as a calling, vocation or duty. It was also a reminder that, as student nurses, we are part of something much greater than us as individuals. This was brought home by the procession of the Roll Of Honour containing the names of nurses killed in duty during and since World War Two. The address emphasised the fact that, while Florence Nightingale was seen as the ‘lady with the lamp’, she was also the ‘lady with the book’, her devotion to research and accurate record keeping being the foundation of her reforms. As such, the procession of the lamp, signifying the passing on of knowledge, represents her true legacy which we, as students accept and will pass on as practitioners and mentors.

More intimate, but no less inspirational was the memorial service at St Margaret’s church at East Wellow in Hampshire. I attended the service as a guest of the Florence Nightingale Foundation and felt somewhat in awe of the dignitaries attending such as the president of the RCN, Cecilia Anim and the Matron in Chief of the British Army, Colonel David Bates. However I and another student nurse, Grace Birch, were made to feel very welcome and at ease. As with the service at Westminster Abbey I found my belief in the values of the nursing profession reaffirmed and was inspired by all I spoke to.

It was a great honour to be able to attend both days and to represent my university and my trust and was a genuine morale boost as I begin Stage 3 of my training. In the face of impending change and uncertainty in the health service, this celebration of nursing gave me renewed optimism, clarity of purpose and certainty that, from the battlefields of the Crimea to the present day our duty has not changed; to innovate, to strive for excellence and, above all, to care.
Influencing Practice Locally, Nationally and Internationally
Dr Comfort Momoh MBE Talks About Her Success in Battling FGM in the UK and Abroad

Comfort is a female genital mutilation (FGM) and public health specialist at Guy’s and St Thomas’ Foundation Trust. When Comfort set up her African Well Women’s Clinic nearly 20 years ago, FGM in the UK was a taboo subject and rarely mentioned. Thanks to the work of Comfort and others, FGM is now firmly on the professional and government agendas and is regularly featured in the mainstream media.

Comfort has dedicated her professional life to eradicating FGM and now has her sights set on establishing a global movement for change and eliminating FGM internationally. She sees building robust international relationships as being vital to this and applied for a Florence Nightingale Foundation travel scholarship to assist her in this goal. Comfort used her scholarship to visit the USA to check out the practice and policy responses to FGM there. Being a Florence Nightingale Foundation scholar opened doors and enabled Comfort to meet and build relationships with key people in a wide range of non-governmental organisations as well as clinics and hospitals.

Pioneering change and overcoming taboos requires great personal resilience and many people have inspired and supported Comfort throughout her career. Originally from Nigeria, Comfort’s first inspiration and support was her grandmother, who was her main carer as she was growing up. Comfort says her grandmother instilled in her a desire to care, to change attitudes and to empower people. Comfort in turn has been an inspiration to many in the world of healthcare and beyond. Her life-changing and important work has been recognised by a variety of august bodies and institutions including an MBE for services to women’s healthcare in 2008, an honorary doctorate from Middlesex University, and an entry in the Health Service Journal’s inspirational women list. Last year Comfort was a recipient of a Nigerian Centenary Awards given to 100 Outstanding Nigerians who are currently living or who have lived in the United Kingdom over the past 100 years for her contribution to public service.

Comfort attributes her success to having a good sense of humour, being able to reflect on her practice and having confidence in what she does.

For Comfort her Scholarship provided an invaluable opportunity to see for herself what was being done in the USA to facilitate attitudinal change and support towards children who might be at risk of FGM and the services provided to survivors of FGM. In the USA, Comfort was impressed by ‘the holistic approach, the focus on the entire welfare of women and girls and giving them the skills to integrate with the wider community rather a single focus on FGM whereas in the UK different organisations focus on different aspects.’ Since her return Comfort has continued to maintain links and exchange ideas, policies, guidelines and knowledge with colleagues she met in the USA as well as with professionals in the UK. Running a Masterclass at last year’s Florence Nightingale Foundation Annual Conference provided a useful platform for sharing her findings too.

“Go for it! Have the confidence to apply and cherish what you learn from it”
- Dr Momoh’s advice for any professionals considering applying for a scholarship with the Foundation.
**Q:** What to you defines a good nurse and why?

**A:** A good nurse inspires confidence and promotes dignity while delivering competent and evidence-based care that has a positive impact on experiences of healthcare. I believe that it is the approach to care that marks out the good nurse: their interactions and how they go about their role within their teams.

**Q:** Why is nursing so important to you? What fascinates you about it?

**A:** Nursing is important to me because good nursing can have such a positive impact on people’s experiences of healthcare. It is the difference that nurses can make that fascinates me as well as the range of people who nurses are privileged to come across in the course of our work. I am still very proud of the role that I played in the Royal College of Nursing’s ‘Dignity at the heart of what we do’: the campaign resources have been used across the whole of the UK by nursing teams in diverse care settings.

**Q:** From whom have your learnt most in your career to date and what did you learn from them?

**A:** I have learnt from the many patients that I nursed over the years as well as many inspirational colleagues, too numerous to mention. I have learnt the importance of continually learning, as well as the uniqueness of every individual’s healthcare experience and how little things can make a difference to people. I have also learnt a great deal through life experiences, particularly about the phenomenal role of family carers.

**Q:** What will change nursing in the next decade and why?

**A:** We have been talking for decades now about the need to move from the dominance of traditional acute hospitals to more integrated and community-based health and social care provision. In the next decade these changes in health and social care delivery will become much more marked, and how nursing is organised and delivered will need to change. Nursing still needs to be able to better articulate the value of nursing and our unique contribution to patients and healthcare. There remains a tendency to slip into descriptions of roles and tasks rather than revealing the complexity of nursing. I think nursing still needs to make a more proactive response to the changing demographics of the population and recognise that most people accessing healthcare are older and have many concurrent health and social care needs. Nurses are in an ideal position to lead on care for this increasingly complex healthcare population, within an integrated health and social care system.

**Q:** How are you contributing to addressing the big challenges for nursing?

**A:** Within my writing, I strive to articulate the value and contribution of nursing. My research focuses on the complexity of our healthcare population and how care can be more person-centred and better integrated.

For more from Lesley Baillie and for updates from all of the Foundation’s Chairs of Clinical Nursing Practice Research, be sure to check out their monthly blog at: fnightingalenotes.wordpress.com
Claire Gibbs is a Senior Clinical Research Nurse at James Paget University Hospitals NHS Foundation Trust, a Florence Nightingale Foundation Research scholar in 2010 and in 2014 and a member of the Florence Nightingale Foundation Alumni Association steering group. Claire (@ClaireGibbsUK), and her colleague Abby Greaves (@JPUHResearch) a Research Administrator at the trust developed the phenomenally successful social media campaign, #whywedoresearch. We asked Claire about the campaign:

What is the campaign about?
The #WhyWeDoResearch campaign is about raising healthcare research awareness and opportunities for patients, the public and staff, and to provide everyone involved in research in any way, with a voice. In essence it is about us sharing passion and enthusiasm for research. Abby and I developed it in December 2014 as a way to introduce the core research team members to the public via the medium of twitter using the hashtag ‘#WhyWeDoResearch’.

What benefits have we seen so far?
- Increased awareness of research opportunities for staff, patients and the public.
- Increased visibility of Clinical Research Nursing as a specialism in its own right.
- Increased awareness of UK research across the globe.
- Collaboration and networking through social media.
- Connecting research nurses, midwives and AHP in jobs which have historically been quite lonely.
- Started a conversation about research with people from all areas, culturally and geographically.
- Broken through organisational hierarchy and involved everybody in the conversation, nurses, chief executives, ward clerks, patients, public and more.
- It helps to make research accessible to all.
- It has created genuine friendships.
- It has created a fun way to further engage with staff, patients and the public.

What does the future hold?
An article about the campaign was published in the Nursing Times in May 2015 and we have a number of others planned, including some in Australia and Canada. We would like to host a UK road-show visiting Trusts and Charities and continue hosting #whywedoevents. Globally, we plan to expand the number of international collaborators to ensure the conversation continues.

Links to your scholarships?
Strictly speaking the campaign has no formal link to my scholarships, however I believe that the scholarships have given me the confidence to show how I really feel about research and to ensure patients, family and staff all have clear opportunities to be involved in and influence their own care.
Developing a Quality Mark for Chemotherapy Cancer Patients
Jackie Bird Discusses Her Work in This Crucial Area of Treatment

Jackie Bird is Executive Director of Nursing & Quality at the Christie NHS Foundation Trust and was a travel scholar in 2007 and a leadership scholar in 2013. The Christie is a specialist acute Trust and one of Europe’s leading cancer centres. Over 90% of the Christie’s clinical activity is delivered as ambulatory care and the trust was keen to provide assurance to patients and their families that the care that was being delivered was safe, effective and patient-centred.

The Christie serves a population of 3.2 million across Greater Manchester and Cheshire. Chemotherapy is provided in primary care centres, on a mobile chemotherapy unit and at local hospitals as well as at The Christie. The chemotherapy service is delivered by senior chemotherapy nurses and some of the services are nurse led. Whilst all services work in line with the Department of Health’s ‘Improving Outcomes: A Strategy for Cancer’, the nurses at the local hospitals were not employed by The Christie and these outreach services were not identified as being Christie led services.

The idea of developing a Quality Mark was crystallised during the development of the Trust’s 20:20 vision. Our patients told us they wanted to be assured that wherever they had their chemotherapy that they could be confident that it was of the same standard as if they came to The Christie main site at Withington, Manchester. This message was also heard during patient focus group sessions as the Trust aimed to deliver on its promise to deliver care closer to the patients home.

A focus group of cancer patients who had received or were receiving chemotherapy and their families and carers were invited to describe what a positive chemotherapy experience meant to them and they produced five statements that they wanted the developing quality mark to address. These were:

1. I want continuity of care by doctors and nurses and to know that I am a partner in all my care and decision making
2. I want to recognise members of The Christie team wherever they are based
3. I want to experience the same high quality standard of care wherever I am
4. I want to be greeted with a warm welcome and I want to be recognised by staff as a returning patient
5. I want the same safe, clean environment as at the Withington site

A number of patients from the focus group along with two consultants, a lead chemotherapy nurse for a local hospital, chemotherapy nurses, a governor and quality and standards nurses spent just under a year developing and piloting the Quality Mark and at key points shared the work with partner organisations for their approval and support. The outcome is a Quality Mark that was developed in partnership and supported by chemotherapy nurses and the Executive teams across Greater Manchester and Cheshire. A video on the Quality Mark can be seen at http://www.christie.nhs.uk/about-the-christie/the-christie-code-quality-scheme.aspx

The first two quality mark awards were awarded in February and April 2015 to The Christie chemotherapy service at Withington and the Victoria Unit part of the Pennine Acute Hospitals NHS Foundation Trust, the next assessment will be of the chemotherapy service at Stepping Hill hospital in Stockport. The development of the Quality Mark along with a programme of patient engagement in complaint reduction has seen Jackie Bird being awarded the NHS Innovator of the Year by the North West Leadership Academy in November 2014.

For Jackie, ‘being a Florence Nightingale leadership scholar provided me with the time to think strategically as to what could be achieved for the benefit of patients and the mentoring I received from John Rivers, chair of Derby NHS Foundation Trust was really important in helping to elucidate my concepts.’
Leading Compassion in Practice has been specially designed by the Florence Nightingale Foundation for frontline clinical leaders. With compassion as its focus, it is grounded in experiential learning and highly interactive. Delivered over four days in two blocks of two, it is action oriented and cost effective. Participants are given a range of practical tools and techniques to enhance their leadership skills and effectiveness.

World class facilitators with nursing and midwifery backgrounds enable participants to re-engage with their professional values and better understand themselves as leaders and the context in which they are leading. Participants are introduced to quality improvement techniques, the management of sustainable change and supported to increase their personal confidence, presence, influence and impact as leaders.

The programme draws on the collective wisdom, insights and experiences of the participants and promotes cross organisational learning. Over 300 clinical leaders from a wide range of services and settings have already completed Leading Compassion in Practice. They say the programme:

- has had a significant impact on them, their teams and their practice;
- offers practical skills they can use at work to effect change; and
- strengthens their personal resilience and expands their professional networks.

“I have learned that everyone can lead and make or participate in change. I don’t have to wait for managers to change some processes that I can influence or change with/for myself, my patients, our team.”

Leading Companionate Care in Practice benefits experienced clinical leaders and those newly in post. At a cost of £1250 per participant (based on a cohort of 30), it requires limited time out from clinical practice and is highly cost effective.

The Leading Compassion in Practice programme can be commissioned in cohorts of 30 by single organisations or groups of organisations. It can be delivered anywhere in the UK. For more information, please contact: compassion@florence-nightingale-foundation.org.uk
Donations, legacies or sponsorships

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

**Sponsorships**

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

**Donations and legacies**

If you feel able to assist with the valuable work of the foundation, details of how to donate can be found on our website at [www.florence-nightingale-foundation.org.uk](http://www.florence-nightingale-foundation.org.uk) or you can donate to the foundation by:

- Cheque - please post to our office and make payable to “The Florence Nightingale Foundation” and also enclose your name and address.
- PayPal - if you would like to pay via PayPal please visit [www.fnfalumni.org](http://www.fnfalumni.org) where you can donate online via the donations page.

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**Alumni Association Membership**

The Florence Nightingale Foundation Alumni Association aims to encourage the continued involvement of scholars once they have completed their scholarship. The association allows members to continue to be connected with excellence as they progress through their careers, remain engaged with the foundation and fellow scholars, building on their work and being part of a wider learning community.

The Alumni Association acts both virtually with online forums, blogs and seminars, and face to face, hosting annual gatherings throughout the UK; all of which continue to encourage the development and networking of scholars upon completion of their scholarship.

If you have benefited from a scholarship and would like to join the Alumni Association please email:

alumni@florence-nightingale-foundation.org.uk

We would love to hear your thoughts on this issue of our Alumni Magazine and would welcome any ideas you have for future articles and features.

Contributions to the magazine from alumni are always welcome, so if you would like to get involved, please contact us on our email address above.
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