

**An evaluation of the Florence  
Nightingale Foundation Travel  
and Research scholarships  
programmes**

**Final report on the Survey  
Findings**

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## **Executive Summary**

This report presents the findings of an electronic survey designed to evaluate the FNF's Travel and Research scholarship programmes.

## **Methods**

The survey was electronically administered to all FNF Teaching and Research scholars who were recipients of awards during the period 2012 to 2015. The questionnaire comprised closed, mainly Likert-style, questions and free text questions which provided data on the scholars' expectations and overall experience of their scholarships, the scholars' perceptions of the impact of their scholarships on their professional and clinical practice, the outcomes of their scholarship awards, and suggestions from the scholars on areas for improvement or future dissemination of the scholarships. A profile of the recipients was also elicited from the questionnaire. Quantitative data from the questions were analysed using descriptive statistics and the free text comments were analysed thematically.

## **Results**

Completed questionnaires were received from 91 of the 128 scholars invited to participate (71% response rate. 48 of research scholars (74%) and 43 (68%) of the travel scholars). The majority of respondents were nurses (87%) and most scholars held one or more higher degrees.

The overwhelming response from scholars was that the scholarships met or exceeded their expectations, were an enjoyable and positive experience, and their award had delivered a positive impact upon their careers and professional practice. Many scholars remarked how the award of a scholarship made them feel more valued, and gave them a sense of pride in themselves and their profession.

Nearly 90% of scholars reported their scholarship had a positive impact on patient care. Furthermore, this was commonly expected to increase over time once their work was disseminated more widely or their projects progressed to the next level. Dissemination of their work was via a variety of different formats including peer reviewed publications, conference presentations, and reports within their hospital. Dissemination and the conduct of projects encompassed local, regional national and international communities.

Scholars recommendations to the Foundation were commonly around practical suggestions for training, mentorship, meeting as a group, creating a networked community, and further funding. They were strongly supportive of recommending these scholarships to others, and many had already discussed these opportunities with colleagues. The award of scholarships to more junior staff was a key recommendation.

## **Conclusions**

The results of this electronic survey to the recipients of FNF Travel and Research scholarships from 2012-15, demonstrate that these awards are highly valued by their recipients and deliver significant personal, professional and clinical benefits. There are a number of helpful recommendations included within the results which could further enhance the uptake and benefits of these awards.

The similarity between the results in this survey to the previous 2013 survey<sup>1</sup>, indicates that the quality and value of the FNF Travel and Research Scholarships have remained consistent over time.

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<sup>1</sup> Baillie, L. & Taylor, R. (2013) An evaluation of the Florence Nightingale Foundation Travel and Research Scholarships Programme, LSBU, Anglia Ruskin University

## **Introduction**

The Research and Travel scholarships are two of the largest FNF scholarship programmes. The Research scholarships are awarded for projects which will be of direct benefit to patients and the nursing, midwifery and health visiting professions more widely and are awarded for a scholar to undertake research as part of a degree programme. The Travel scholarships are awarded to enable the study of nursing/midwifery practice elsewhere in the UK and/or overseas, with the aim of enhancing patient/user care in the UK. Further information about the awards and eligibility criteria is found in Appendix 1. The first formal evaluation of these scholarship programmes was completed in 2013<sup>2</sup>. Since this a further 142 scholarships have been awarded. This report presents the results of an electronic survey of Travel and Research scholars.

## **Survey aim and objectives**

The aim of the survey was to evaluate the FNF's Travel and Research scholarship programmes. The specific objectives were to:

1. Develop a profile of nurses and midwives who have been awarded Research and Travel scholarships
2. Examine the scholars' expectations of their scholarships and their overall experiences;
3. Examine scholars' perceptions of the impact of their scholarships, in relation to: their career; their personal, professional practice; patient care, safety and experience; and their profession;
4. Examine whether, and how, scholars disseminate the outcomes of their scholarship awards;
5. Explore scholars' perceptions of support from the FNF and any improvements needed;
6. Elicit scholars' views about how to promote the Scholarships to other nurses and midwives.

## **Methods**

The evaluation used a questionnaire devised for previous evaluations of the Travel, Research and Leadership Scholarships administered electronically via 'Survey Monkey'. All nurses and midwives who were awarded Travel and Research scholarships in the previous three years were invited to participate. The questionnaire comprised closed, mainly Likert-style, questions and free text questions. The quantitative data from the questions were analysed using descriptive statistics and the free text comments were analysed thematically.

## *Sample*

All 128 Travel and Research scholars (individual scholars may be awarded more than one scholarship eg repeat scholarships to PhD students) were included in the evaluation. This spanned three years of awards 2012/13, 2013/14 and 2014/15. Sixty five were research scholars and 63 were travel scholars.

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<sup>2</sup> Baillie, L. & Taylor, R. (2013) An evaluation of the Florence Nightingale Foundation Travel and Research Scholarships Programme, LSBU, Anglia Ruskin University

### *Data collection*

An electronic questionnaire (Appendix 2) was developed by the project team (Appendix 3) from that used in the previous evaluation. All scholars were contacted by email with an electronic link to the online survey and asked to complete the survey online.

### *Response Rate*

91 Scholars responded - an overall response rate of (71%<sup>3</sup>). 74% (n=48) of the research scholars responded and 68% (n=43) of the travel scholars responded. However, two respondents only completed questions related to their role and not their experiences of the scholarships and not all respondents answered every question.

All percentages in the tables that follow are rounded to the nearest 1%

### **Professional roles of the scholars**

The respondents were predominantly nurses (n=79; 87%) and six were midwives. Respondents could also opt to identify themselves as practitioners, researchers, educationalists and senior leaders/managers and the percentage responses for each are presented in Table 1 below.

*Table 1. Professional roles*

<b>Practitioner</b>	<b>2%</b>
<b>Researcher</b>	<b>13%</b>
<b>Educationalist</b>	<b>15%</b>
<b>Senior leader/manager</b>	<b>16%</b>

Forty seven (52%) reported that their professional role had not changed since commencing the start of the scholarship, whilst 44 (48.5%) have since moved to another job or position.

Research scholarships are open to those qualified more than a year and Travel to those qualified more than 2 years. Only 10% of the scholars had been qualified five years or less. Length of time since qualifying for others was 14% (n=13) 6-10 years, 16.5% (n=15) 11-15 years, 14% (n=13) 16-20 years; 14% (n=13) 21-25 years and 31% (n=28) 26 or more years. Older, more experienced nurses formed the largest group of recipients.

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<sup>3</sup> Percentage includes 2 partially incomplete responses.

## Level of Education

The majority of scholars had a Masters degree or above, with 60 (66%) having a masters and 15 (16.5%) having a PhD. Twelve (13%) scholars were educated to degree level, with only four at degree level or below.

**Table 2. Education level**

<b>Certificate</b>	<b>1%</b>
<b>Diploma</b>	<b>3%</b>
<b>Degree</b>	<b>13%</b>
<b>Post-Grad/Masters</b>	<b>66%</b>
<b>PhD</b>	<b>16%</b>

From this point the number of respondents drops to 89 (69.5% of those eligible to complete the survey).

## Experience of the scholarships

**94%** (n=83) agreed that the scholarship had met their expectations.

**Table 3. Extent to which scholars expectations were met**

<b>Agree strongly</b>	<b>Agree moderately</b>	<b>Agree slightly</b>	<b>Disagree slightly</b>	<b>Disagree moderately</b>	<b>Disagree strongly</b>
<b>78%</b>	<b>13%</b>	<b>2%</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>

From the respondents' comments it was apparent the scholarships were a positive experience in part because of the support and advice they were given by the mentors they were allocated. Many scholars referred to the fact their expectations were exceeded and there were unanticipated benefits because of the learning acquired along the way

Research scholars were grateful for the protected time to undertake their studies and were uncertain whether they would have achieved their goals without FNF support.

Travel scholars commented that the people they met during their project had accelerated their learning and had motivated them to develop their practice.

*"It fully exceeded my expectations. I was given freedom to conduct my research, while also have an amazing experience. The freedom to make contacts, network and explore the area of practice that I am most passionate about then led to the offer of a post-doctoral fellowship.*

*I am moving to New York in less than two weeks to continue my research with clinicians I met, based at New York University.*

*On a personal level I found the experience also gave me a chance to be brave! This may sound a little odd but I had not travelled alone before. Going out to another country for a month, able to act as my own boss, conduct my research but also have an incredible time 'off-duty' exploring New York was amazing. I came back to the UK a lot more confident and stronger in myself, as well as more convinced about the need for on-going research into care of older palliative patients on an international level. I almost felt guilty for how much fun I had, but I met some amazing colleagues who became friends. Frankly, thank you!"*

*"I was also offered a mentor, one of the Nurses who was on the interview panel. Her support has been so helpful! Just talking through what my research question was going to be, mentioning things I hadn't considered and generally encouraging me has really helped me to keep the project on track."*

Only 7% (n=6) disagreed in some way with the statement 'The Research or Travel Scholarship met my expectations'. Even though Travel and Research scholars are only expected to produce one brief update of around 500 words as an interim report 6 months into their scholarship and a final report on completion, it seemed that for a small number of scholars this felt an additional pressure when combined with clinical practice and academic study.

*"The only thing that did not meet my expectations was the amount of work I was required to do for the scholarship, for example I had to write numerous reports which was difficult to achieve when working full time and completing a 15000 word dissertation. It would have been far less stressful if I had been able to submit a copy of the dissertation rather than having to write several interim reports."*

Scholars are expected to publish something as a result of their scholarship and are offered support with this but some would have liked additional support with this.

*"I feel that more support to write papers etc. would have been of great benefit"*

## **Impact of the scholarships on the scholars' career and professional practice**

### *Career*

97% of scholars (n=86) agreed that the scholarship had had a positive impact on their career.

**Table 4. Impact of scholarship on career**

<b>Agree strongly</b>	<b>Agree moderately</b>	<b>Agree slightly</b>	<b>Disagree slightly</b>	<b>Disagree moderately</b>	<b>Disagree strongly</b>
<b>57%</b>	<b>31%</b>	<b>8%</b>	<b>2%</b>	<b>0%</b>	<b>1%</b>

This positive impact included an immediate opportunity for career promotion, or increased confidence or knowledge to consider a promotion or specific career direction. Furthermore, many scholars reported the scholarship had facilitated further qualifications and dissemination opportunities, which in themselves increased openings for career progression. Some scholars reported that as a result of their learning on the scholarship, they are now regarded as experts in their area. Furthermore, their scholarship experience has inspired colleagues to apply for FNF scholarships or similar career development opportunities from other organisations.

*“Since being awarded the scholarship I have been promoted to a modern matron position, and I have also recently been shortlisted for a post 2 bands above my current post. I think that the scholarship has been factor, not only because it is regarded as a highly competitive and prestigious award, but also because it has given credibility to the work I have been trying to develop. The award has also been significant in inspiring and encouraging other nurses that I work with to apply for other grants and funding. Several nurses have been successful with NIHR funding awards for MRes courses, and they have all said they had never thought of applying before as they didn't think they would be successful.”*

*“Completing the research and dissertation modules provided me with an in-depth understanding of the principles and process of research. It provided me with the opportunity to study at Masters level and certainly the confidence to apply for a promotion.”*

Although some scholars reported the scholarship had not had an immediate impact on their career, they anticipated that it would have a future positive impact:

*“The research scholarship has provided part of the funding for my dissertation module, and although this has not currently had a great impact on my career, when completing the overall Masters Programme, this will go to supporting me in any future career aspirations as will have the recognised qualifications”.*

Only three scholars out of the 89 who responded did not agree with the statement that ‘The Research or Travel Scholarship has had a positive impact on my career.’ In one scholar’s case this was due to the negative response of senior colleagues to the growth the scholar demonstrated as a result of the scholarship experience.

*“In a way it had a negative effect on my nursing career as my line manager reacted with jealousy and suspicion at my success. Rather than embracing or trying out new ideas, she seemed to attempt to undermine me. I ended up leaving that place of work and have started work outside of the nursing profession.”*

Furthermore even if the scholarship had not been perceived as having an impact on a scholar’s career, there was recognition that it had positively changed their influence within the workplace.

*“I wouldn't agree that the scholarship has had a significant impact on my career but has definitely had an impact on my views and that of my Board and more recently being able to influence national decision makers/ influencers on how to approach safe staffing and associated issues.”*

### *Professional practice*

**97%** of participants (n=86) agreed that the scholarship had a positive impact on their personal professional practice.

**Table 5. Impact of scholarship on personal professional practice**

<b>Agree strongly</b>	<b>Agree moderately</b>	<b>Agree slightly</b>	<b>Disagree slightly</b>	<b>Disagree moderately</b>	<b>Disagree strongly</b>
<b>72%</b>	<b>22%</b>	<b>2%</b>	<b>2%</b>	<b>0%</b>	<b>1%</b>

The respondents provided many examples of how the scholarship enabled them to develop their research and/or practice skills. Specifically, they described a greater ability in moving from theory to practice and in applying the evidence base to their clinical work. There were a number of examples of how the scholarship experience equipped them to undertake organisational change, for example, with regard to workload management and practice development. For travel scholars, these benefits included increased awareness of national and international perspectives.

*“My knowledge and understanding of national and international developments in this field have increased”*

*“I have reflected more on our national service as opposed to considering what happens locally”.*

*“What I learnt about (an area of practice) has been much more than I would ever have learned by reading articles and text books alone. The interaction with other professionals with different perspectives has made me realise how ill prepared and narrow my knowledge was before in relation to (practice area). I now feel confident and well informed when discussing the symptom with patients and once the programme is finished, I will be formally evaluating the usefulness to patients.”*

Some respondents reported feeling personally valued because of the investment made in them by the Foundation and they also described feeling more valued within their practice area.

*“Felt valued as a nurse who had contributed significantly to the field of mental health over the years. I was very pleased that my role as a consultant CBT therapist did not preclude me from the research scholarship. It had a very positive experience on my professional development and feeling valued within my Career.”*

For those few scholars who reported their scholarship had not enhanced their professional practice, it was the understanding and knowledge of other colleagues, or the necessity for the adoption of their research findings into usual care, which they considered had limited this impact.

*“It has been difficult for me to apply my findings to my practice since it is still a concept that people know little about. I have struggled to explain my trip to my colleagues. However, I hope through further work and research to positively impact future practice. My travel scholarship was just one of many steps.”*

*“This research needs to be implemented to change practice throughout the wider NHS.”*

### **Potential for future development of scholarship work**

Over **90%** (n=93) of scholars thought that the work undertaken during the scholarship would be further developed by them in the future. Only five thought there was no potential for development. Development was described as publications, presentations, further travel, further research or research modules.

**Table 6. Development of scholarship work**

<b>Very likely</b>	<b>Quite likely</b>	<b>Not very likely</b>	<b>Not likely</b>	<b>Not sure</b>
<b>79%</b>	<b>15%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>

Many scholars had continued their work related to their scholarship projects beyond the end of their award. The extent of this further work varied according to a variety of factors, which included time available, current job role (if a research role this facilitated ongoing research), and collaborations made during their scholarship. There were many examples for future publications and presentations. However, there was an impressive variety of planned actionable dissemination outputs. These included the development of online materials for patients, staff and students, dissemination of new online tele-health technology and manuals for clinical practice.

*“I felt there was still a lot of further investigation needed, so I have spent the past year collecting further data and conducting further analyses”.*

*“I have collaborated with Australia and hope to see how the programme can be used in other countries and settings.”*

*“I presented In Israel, Norway, Sweden and multiple venues in The U.K”*

*“I have already incorporated the scholarship into my teaching and engagement with students.”*

Available time due to personal or work related commitments, were cited by a number of scholars as a limiting factor in the ability to disseminate their work.

*“I wish to publish my limited findings and have a first draft completed but unfortunately have not had the time or space to complete it due to personal reasons however I have set myself the challenge to complete it within the next six months”.*

*“Due to time constraints (the two day jobs and a number of other projects take up every waking hour) it will still take some time yet before the paper will be ready for submission though”.*

### Outputs from the scholarships

There were an impressive number of outputs from the scholarships. The majority of scholars had published locally or within their organisation. Six had already published in academic peer review journals and **89%** (n=40) planned to publish in academic peer review journals. A full list of publications is presented as Appendix 4.

**Table 7. Publications**

	Have published	Plan to publish	Total Respondents
An item in my organisation's newsletter/website	<b>54%</b> 33	<b>46%</b> 28	61
A professional journal	<b>21%</b> 14	<b>79%</b> 52	66
An academic journal	<b>13%</b> 6	<b>89%</b> 40	45
Other	<b>50%</b> 12	<b>50%</b> 12	24

The number of scholars who have disseminated their work through presentations was also remarkable (Table 8). The majority have presented in their own organisations but over half had successfully presented at national or international conferences.

**Table 8. Conference presentation**

	Have presented	Plan to present	Total
A seminar in my own organisation	<b>64%</b> 47	<b>36%</b> 26	73
A local conference paper	<b>52%</b> 15	<b>48%</b> 14	29
A national conference paper	<b>43%</b> 20	<b>59%</b> 27	46
An international conference paper	<b>55%</b> 18	<b>48%</b> 16	33
Other	<b>55%</b> 6	<b>45%</b> 5	11

### Impact of the scholarships on practice

Nearly **90%** of scholars (n=80) reported that their scholarship has had an impact on patient care. This positive impact was realised in patient safety (74%), and patient experience (89%). For the majority of scholars they anticipated that the degree of impact was highly likely to increase over time as they started to disseminate their research and practice findings.

**Table 9. Impact on patient care, safety and experience**

	Agree strongly	Agree moderately	Agree slightly	Disagree slightly	Disagree moderately	Disagree strongly	N/A	Total
<b>Patient care</b>	<b>47%</b> 42	<b>28%</b> 25	<b>15%</b> 13	<b>0%</b> 0	<b>2%</b> 2	<b>0%</b> 0	<b>8%</b> 7	89
<b>Patient safety</b>	<b>28%</b> 25	<b>27%</b> 24	<b>19%</b> 17	<b>6%</b> 5	<b>4%</b> 4	<b>0%</b> 0	<b>16%</b> 14	89
<b>Patient experience</b>	<b>52%</b> 46	<b>29%</b> 26	<b>8%</b> 7	<b>0%</b> 0	<b>2%</b> 2	<b>1%</b> 1	<b>8%</b> 7	89

### *Patient safety*

Scholars had contributed to improving patient safety via raising the profile of, and increasing staff adherence to published national guidelines, improved nurse staffing levels, and providing education/training to nursing colleagues which modified their practice.

*“I recommended the use of ‘Debrief’ after incidents, in order that staff can learn from incidents. This has been implemented to an extent in the high secure service in Scotland.”*

*“I feel that the knowledge gained has put me in a position to positively influence nurse staffing levels, and hence patient safety within my organisation. I hope that this will result in a more positive experience for patients.”*

*“In the area I worked patient safety was highlighted to ensure that the care our patients was getting was in line with current guidelines.”*

### *Patient experience benefits*

Patient experience had been improved via service redesign, initiation of new services, and improved communication skills.

*“The research will be used to ensure services are aware of the issues experienced by families and that this will go towards ensuring the patient experience and practice will change in the future”*

*“The main focus was improving patient experience and designing a service that is responsive to patient need.”*

*“The patients had no service to speak of at all. It was all very disjointed and the solution to their problems was a long wait for surgery. They are now being offered treatments and interventions that other areas within England NHS are offering their patients.”*

*“I am better able to have those difficult conversations with residents and their families to ensure their wishes and expectations are managed.”*

Where scholars thought their scholarship had not had a direct impact on any of the above, this was primarily because they anticipated such impacts to develop over the longer term, or their research would indirectly. The main route of indirect impact was via changes in other nurses’

practice. Even in the small number of cases where Scholars' research had not gone as planned, they reported that there may be some long term benefit from their work.

*"It is in the nature of my research project that any impact is not immediate, but there is a potential impact when disseminating the findings."*

*"I am analysing case notes and previous practice and I will feed this back to the hospital with recommendations for improving patient outcomes."*

*"I do not have direct contact with patients / clients directly as I supervise practitioners in the context of their involvement with vulnerable families. However I strongly believe that providing practitioners with the reflective space to discuss complex cases and their own feelings in relation to these situations leaves them with clear / renewed objectives for the case management and also the opportunity to consider their own emotional well being which can indirectly impact on patient care, patient safety and the patient experience".*

*"As the research had a very low response rate it has been very difficult to generalise any of the findings to the local area never mind national practice and therefore impact on patient care and experience. However I do think that as the research was conducted and discussions were had with colleagues, it provided a starting point for my colleagues to think about their practice and whether it was up to date and research based or very much based on local policy."*

### **Impact on the scholars' profession**

**95%** of Scholars reported that their scholarship work had, had a positive impact on their direct colleagues and **78%** of respondents also reported that their scholarship work had a positive impact on the wider profession.

**Table 10. Impact on the profession.**

	Agree strongly	Agree moderately	Agree slightly	Disagree slightly	Disagree moderately	Disagree strongly	N/A	Total
Impact on profession	27% 24	20% 18	30% 27	6% 5	3% 3	2% 2	11% 10	89
Impact on colleagues	35% 31	36% 32	24% 21	1% 1	1% 1	1% 1	2% 2	89

However, the perceived degree to which the scholar's work had impacted on their profession was less than that of their impact on practice. This appears to be because the impact on their profession took longer to achieve and was more indirect than on practice. For example:

*"I do not feel that I have been in a position to make an impact yet positively on the profession as a whole, but I do feel that I have made a positive impact on colleagues across my locality who ask my opinion and see me as an expert. I speak about the topic at multi-organisational meetings, and have been asked to advise the workforce planning department in my local HEE."*

*“I hope to feed back the findings of my research and make recommendations. I would also like to continue this area of research and I hope I can make wider recommendations in the future!”*

Pleasingly the dissemination of scholars' work by the Florence Nightingale Foundation had in itself helped to raise the profile of some professions:

*“It is refreshing to see on the list of completed research projects that people like me and work that I undertake on a day-to-day basis is represented. So often nursing support programs exclude mental health nursing and are more inclusive of adult or general nursing. So therefore I feel the scholarship has really benefited the perception of mental health nursing in showcasing the diversity of skills and experience on the FN website.”*

Scholars' thought they had been able to influence their profession through dissemination of their work:

*“I hope that my study has helped raise awareness of the spiritual and religious needs of people with dementia through the dissemination in nursing times and nursing older people and conference presentations.”*

Some scholars reported that by conducting their scholarship work they had been able to positively influence professional attitudes towards research and education.

*“I believe that my colleagues are able to find research more accessible, I think my experience has normalised research and made it seem less daunting for others.”*

*“I received much support and praise from my employer and Head of Profession and I have been referred to as an appropriate role model for other members of the profession.”*

*“Being awarded the scholarship in my role as an educationalist has been a great boost for my colleagues, especially at a time when nurse education is feeling fragile.”*

### **The role of the Florence Nightingale Foundation**

There is no standard package of support offered to Travel and Research scholars because their individual needs and access to support in their employing institutions varies. Scholars reported receiving a range of support from the FNF including mentorship, support with writing, advice on career development, access to development opportunities, and help planning travel for travel scholars. However, 42% reported not receiving any support. It is unclear from the responses whether such support was required but not received.

**Table 11. Support from the FNF**

<b>Mentorship</b>	<b>33%</b>
<b>Support with writing</b>	<b>13%</b>
<b>Advice on career development</b>	<b>6%</b>
<b>Access to developmental opportunities, e.g. representing the Foundation at events, meetings etc.</b>	<b>29%</b>
<b>(For travel scholars) Scholarship planning advice from the Foundation staff, e.g. contacts or locations.</b>	<b>18%</b>
<b>None of the above</b>	<b>42%</b>

Many scholars reported in the comments section that the financial support, which of course all scholars received, was the most valuable aspect of the award:

*“The scholarship itself has had the main impact on my career as it has enabled me to continue with my masters.”*

*“Being awarded the scholarship is what was important.”*

Sometimes a small amount of support was all that was required:

*“I had a small amount of telephone advice regarding the writing up of my report. This enabled me to put things in perspective and focus better on the task.”*

*“The Foundation has sent me links to where I can get advice and help with article writing.”*

Where scholars had received mentoring from a FNF provided mentor, this was reported as extremely valuable and much appreciated:

*“The opportunity for mentorship, especially from someone who has already completed lots of study at Phd level into (condition)”*

*“The mentorship provided a means of support and guidance on the development of my final report and further opportunities for networking at a more senior level.”*

*“Mentorship was very helpful. It gave a range of ideas and also contacts.”*

However, a small number of the scholars reported that mentorship was recommended but did not happen:

*“A local mentor was assigned however she was off for some time”.*

*“Promised mentorship during the module / research did not happen as my mentor was not aware that this had been agreed.”*

*“I have enjoyed the experience but I would have liked maybe an identified mentor at the Foundation that I could have contact with. I have received the academic support from my university but it would have been good to have a chat with someone either formally or informally on how the project was going throughout the year. I would then feel really supported.”*

Having the opportunity to network with peers, and being part of a larger professional community was also reported as a supportive aspect of the scholarships:

*“I was also in touch with a previous scholar, who was fantastic and we have remained friends.”*

*“Promoting the foundation and the scholarship at conferences and networking with keen potential scholars enabled me to meet new practitioners and academics.”*

Finally, some scholars reported that the impact of the selection process, and being considered eligible for a scholarship award, were a learning experience and confidence boost:

*“I learned a good deal simply through the interview experience and valued the award I received even more so in light of this.”*

*“Rather than an action of the scholarship, it was more knowing that a group of highly achieving, skilled and experienced nurses had confidence that I could complete the course really spurred me on when it got tough.”*

*“I feel it was the belief the organisation had in me as previously stated, also the lessening of the feeling of isolation.”*

### **Experience of the Florence Nightingale Foundation Research/Travel Scholarship Programme**

96% (n=85) of the travel and research scholars reported that their scholarship experience was either excellent or good, the remaining 4 respondents deemed it average and none rated it negatively.

**Table 12. Experience of the Florence Nightingale Foundation Research/Travel Scholarship Programme**

<b>Excellent</b>	<b>Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Total Respondents</b>
<b>80%</b> 71	<b>16%</b> 14	<b>4%</b> 4	<b>0%</b> 0	<b>0%</b> 0	89

All the scholars reported that they would recommend others applying for a scholarship from the Florence Nightingale Foundation with 83 strongly advocating this.

*“..exceeded beyond words- career changing opportunity - I am very proud to have been a research scholar and tell everyone about the amazing opportunities at FNF.”*

*“It has been one of the greatest experiences of my life. Professionally it has been the greatest.”*

*“The scholarship was a fantastic opportunity to develop my area of interest and make connections internationally with other clinicians and academics working in the same area.”*

*“The prestige and rarity of the scholarships has also given me a level of credibility and respect within my own, and other organisations that even my PhD could not bring.”*

*“It was simply life, and career changing. It has influenced and changed the way I think and practice.”*

*“Just thank you. It was helpful, freeing, exciting and a lot of fun as well as most importantly incredibly useful and beneficial to enhancing the remit of my work.”*

A few scholars stated that although they had rated their scholarship experience very highly, there were some negative aspects, or potential areas for improvement too:

*“Good because it allowed me to innovate but not excellent due to the lack of support beyond finances.”*

*“I was very grateful to receive an award. However, it was a small part of the entire cost of the doctorate. This was not taken into account by the Foundation as I was required to complete complex documentation during a critical stage of my study. As it was I missed several Foundation deadlines. Equally, I felt that the Foundation was taking credit for a more substantial part of my doctorate than the award given merited.”*

*“It is good to be able to get a degree qualification but for a beginner, I personally think (a) lot of support is necessary. May be one to one sessions as to plan and organise how to conduct the research and choosing topics.”*

## **Encouraging others to apply for a FNF Travel/Research Scholarship**

All the respondents agreed to varying degrees that they would encourage others to apply for a travel or research scholarship. **94%** (n=83) strongly agreed they would recommend the scholarships. Many already were actively recommending scholarship applications to colleagues:

*“I regularly inform others of the work of the Florence Nightingale Foundation and encourage people to contact and apply”.*

*“Since completing the scholarship I have encouraged others to apply”.*

*“I have actively promoted the Foundation within Bupa, Marie Curie and my University so that peers and colleagues might be able to benefit from such experiences”.*

*“I regularly promote the FNF within my organisation and urge other nurses to 'go for it' and apply for a scholarship”.*

**Table 13. Recommending a FNF travel or research scholarship**

Agree strongly	Agree moderately	Agree slightly	Disagree slightly	Disagree moderately	Disagree strongly	Total respondents
94%	3%	3%	0%	0%	0%	
83	3	3	0	0	0	89

Reasons for recommending the scholarships included opportunities for innovation, personal and academic growth, and career development.

*“I would encourage others to apply, without a doubt. The prestige and opportunities it brings in clinical and career terms is incredible. My confidence has also grown, and it has allowed me to really connect my academic and clinical interests in a really meaningful way”.*

*“I think the Scholarship is a great boost to one's career and personal development. It offers so much in opportunities to improve patient care”.*

*“It's an opportunity which is life changing”.*

In addition, as a result of holding a scholarship, some became aware it could help colleagues overcome financial barriers to academic, research and practice development.

*“I have colleagues who would not consider furthering their academic studies because of the cost. The Foundation was a brilliant discovery for me and since then I have 'spread the word”.*

Some indicated that there was potential for cumulative growth in terms of numbers of scholarship applications because of the success of the scholarships. The Foundation may need to make note of this and plan accordingly in terms of management of increasing numbers of applications and funding available.

*“Already have [recommended scholarships] - three have been successful and I have another 5 waiting for the next ones to open...”*

Although respondents were positive, some did add a caveat and recommended that potential applicants were advised of the challenges of conducting work as a FNF scholar. Individual determination and drive were required to achieve scholarship goals. In addition, the selection process was seen to be demanding for some. However, this test added to the growth of confidence and ideas for scholars.

*“[The scholarship] Opens doors to put ideas for innovation into reality but the person needs to be self-driven”.*

*“The application and interview process was rigorous and helped shape my research. I would encourage all to seek their support and guidance”.*

It was also seen to be important that aspiring applicants knew about the reporting requirements and checked it was the right vehicle for their development.

*“Yes I would but I would ensure that they understood that the Foundation requires significant reporting. I would also ensure that the award was suitable for their needs”.*

One participant highlighted that they wished they had known about the Scholarships earlier in their career in order to benefit in a more timely fashion. This is important to note as the majority of current scholars are older and experienced. Promoting scholarships to early career nurses

and midwives could increase the impact of the scholarships on individuals careers and the profession..

*“Would like to have been aware earlier in career and will promote within my current role”.*

The overriding message was to promote the scholarships and maximise the impact they can have on practice.

*If you are a clinic and want to improve your own knowledge and skills that will ultimately benefit patient care and health services then you should apply - don't be scared - be proud to be passionate and share your passions with others through a scholarship!”*

### **Improving the Research/Travel Scholarships**

The majority of respondents were extremely positive about the scholarship experience and struggled to think of ways to improve the scheme.

*“I'm not sure how to improve it, it was very well organised and hassle free to be honest. I felt the foundation were very generous and helpful at all times. I am extremely grateful to everyone for the fantastic opportunity offered to me.”*

*“It was a wonderful career highlight and still influences me today. I wouldn't change anything about it”.*

*“I cannot think of any improvements you could make to the present programme”.*

*“I am not sure that you can! I had an amazing time & developed personally”.*

*“Felt the entire process was timely and professional. I feel privileged to have had the opportunity to become a part of the Florence Nightingale Foundation”*

However, survey respondents provided some ideas for improving the scholarship experience and impact. In the main these suggestions involved peer support, networking or mentoring. Sometimes this was to provide support for career or personal development. For others they wanted to share experiences and get support regarding the scholarship itself.

*“Mentorship from previous scholars”.*

*“Networking opportunities with other scholars would be beneficial, at an informal meeting, or via email”.*

*“I think the travel scholarship could be paired with a mentoring programme about taking career/innovation forward”.*

*“I think the travel scholarship could be paired with a mentoring programme about taking career/innovation forward”*

*“Perhaps the successful recipients meeting up to form a support network”*

*“Greater connection between scholars so you know who else is doing what early. This can maximise the investment and also give scholars the opportunity to network and support each other. I met up with another scholar going to Canada and we are still in contact, it would be good to know the whole range of travel activities so we can possibly collaborate and get a wider international perspective”.*

The networking and sharing of knowledge and scholarship experiences were also encouraged by alumni. There was encouragement for the existing alumni activity to grow.

*“The alumni network could be more virtual and allow a networked discussion forum or even virtual presentations on completed work (I do appreciate the Alumni network is new)”.*

Other suggestions for improvement were related to how the Foundation ran the scholarship process in terms of applying, selection and reporting. For example, there was an indication that communication could have been improved for a few scholars.

*“Communication was a little compromised as I sent my interim report..... I then received a reminder despite sending the report”.*

*“Clearer communication for mentors to know who they are mentoring and in what respect so that students are not rebuffed when trying to contact them”.*

There were ideas to disseminate scholarship activity and outputs more pro-actively across the profession and more widely. This would increase the profile and encourage future applications, but also increase the potential for impact of the work conducted.

*“The only thing I can think of would be regular newsletters or something featuring things people have done as these could be shared amongst colleagues to give them a real feel of what it's all about”.*

*“Maybe a conference of projects that have been undertaken that year”.*

There was also a call to expand scholarship offer to nurses and midwives outside of the UK

*“Perhaps expand your scholarships to other countries”?*

### **Promotion of the scholarship scheme**

A range of proposals were put forward to improve the promotion of the travel/research scholarship scheme. Using past and current scholars to publicise the benefits of a scholarship was recommended as an effective marketing strategy. Some thought that this ambassadorial activity should be expected of scholars as part of receiving an award.

*“Some sort of obligation on scholars to be ambassadors in the same way as they are obliged to publish”.*

This type of activity could be encouraged by the Foundation via events specifically to showcase the scholarships. For example, showcase events in different areas nationally where scholars could present their scholarship experiences, activity and highlight the benefits and outputs.

*Arranging events / workshops where past scholars could highlight their experiences and work thereby encouraging debate, raising awareness and provoking wider dissemination of practices from around the world.*

Using existing networks of people in a position to influence and encourage clinical nurses and midwives was also seen to be an effective mechanism for promoting scholarships. These may be networks the Foundation already have or other national networks. For example, using Director of Nursing across the UK to promote the scholarships within their organisations we seen to be important, as was practice / clinical educator networks within Trusts and Education Departments in NHS organisations. Regular emails to remind people of the scheme and send links to outputs, reports or newsletter articles would also keep the profile of scholarships high within the NHS and nursing/midwifery.

*“Via practice education facilitators, professional conferences, schools of nursing and midwifery and all staff NHS email”.*

Another existing network that could be exploited more systematically was that of Higher Education Institutions, or Universities, who currently train nurses and midwives. Training organisations could circulate information to pre-registration students so they are aware and prepared for an application early in their career. Universities are also in a position to circulate and promote the scheme to post-graduate, post registration students.

*“I think you are doing a good job ..... perhaps by contacting nursing schools directly”.*

Many respondents cited the internet and social media as possible medium for promoting the scholarship schemes. One proposal was to have links to video clips or ‘talking heads’ on relevant websites e.g. the FNF website, as well as those for scholars employing organisations.

*“A designated area on the Florence Nightingale Website to feedback via an ‘abstract’ for example on the findings of completed research studies/travel scholarship experiences”.*

Conferences and journals were recommended as vehicles to promote scholarships. More specifically several suggested that the FNF have a dedicated slot at their annual conference to showcase scholarship activity and successes. Again, submission of an abstract to the FNF conference could be seen as an expected component of receiving a scholarship. Abstracts could then be peer reviewed and selected in terms of merit and impact. This dissemination activity could then be circulated using social networking.

*“Invitations to present at the Florence Nightingale Foundation and use of social media to help disseminate research findings”*

In terms of Journals, a proposal was made to have a regular column in a nursing / midwifery journal that would be written by a scholar. These could be monthly and be scheduled to be written for a year at a time by the best performing scholars.

In the responses to this section, and other parts of the survey, there was an indication that increasing publicity of the research scholarships in particular was advised. This was in terms of highlighting what the scholarship would cover and how to apply. There is potential to increase awareness that these scholarships can help clinical staff overcome existing financial barriers to undertaking research or completing an academic journey.

*“More widespread dissemination regarding the availability of the Research Scholarships and application process.”*

### **Recommendations for the FNF regarding the travel/research scholarships**

The Foundation may wish to consider how the Travel and Research scholarships could be promoted further to nurses early on in their careers as the experience gained may have even greater impact on their future careers than those with more established careers. Perhaps consider mimicking the NIHR model where they run Trainees and Senior Leaders programmes.

We noted many scholars cited difficulties with implementation of the new knowledge they had acquired as a result of their scholarship activities. This raises a question of whether some optional support with managing/implementing change and /or leadership could be available to Travel and Research scholars.

The Foundation already offers scholars support with mentoring, career development, report writing and writing articles for publication. There are opportunities to meet other scholars at the Annual Conference, and opportunities to represent the Foundation. Respondents indicated that they would welcome even more of this type of support. They also suggested that more guidance on the interview process, newsletters, coaching, and help with disseminating findings to policy and decision-makers would be helpful.

There is an indication from the participants' responses that applications for FNF Travel/research scholarships may increase. This is due to the overwhelming positive experiences of current scholars, their active promotion of the scheme to colleagues, increasing publicity, and dissemination and application of scholarship outputs. This has implications for the Foundation in terms of managing an increased workload, as applications increase, and increasing funding available for scholarships.

Masterclasses at the annual FNF conference are already used to showcase scholars' work, as was the first ever FNF mini conference in Edinburgh in October 2015. More of this type of support from the Foundation is likely to be welcomed by scholars.

### **Recommendations for the conduct of future scholarship evaluations**

The Foundation may wish to consider

- Making participation in evaluation a condition of the award of a scholarship and conducted in-house by the FNF.
- Conducting a longer term follow-up evaluation to see if intention to further develop work or publish is realised.
- Refining survey questions to enable fuller understanding of the relationship between job changes and its scholarships

## **Appendix 1. FNF Travel and Research Scholarship Details**

### **Travel Scholarships**

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

These scholarships, which are available to Nurses and Midwives who have current registration with the Nursing and Midwifery Council and who work and who are resident in the United Kingdom, are awarded for projects connected with the applicant's field of work and which will benefit their patients/users and the profession more widely.

Travel Scholarships are funded up to £5,000 for the scholar to undertake study on an aspect of practice and/or education in the UK or overseas.

The Foundation is open to applications in all areas of care but may sometimes particularly welcome applications from specified areas of care eg in 2015/16 the Foundation was particularly interested in supporting scholarships looking at:

- Long term conditions (including dementia) across the whole care pathway
- End of life care
- Projects that improve the patient/user experience, enhance dignity, health or wellbeing across the whole life course
- Enhancing clinical leadership

#### Application criteria

1. Candidates should have at least two years' professional experience subsequent to registration. Applications from those at the developmental stage of their career are particularly welcome.
2. The amount awarded to each individual depends on the scope of the project to be undertaken, its length (study leave must be for a minimum of 3-4 weeks) and the country or countries proposed for the particular study. A sample itinerary can be downloaded.
3. The selection process takes place in October for travel the following year.

### **Research Scholarships**

Research Scholarships provide a chance to engage in nursing and midwifery research activity and to build capacity and capability in research.

#### Application criteria

1. Applicants must have had at least one year post-registration professional experience and have current links in practice.
2. The Foundation cannot pay for replacement staff costs or for unpaid study leave while the scholar is undertaking the study, nor can a scholarship be awarded retrospectively.
3. The selection process takes place in July for scholars undertaking their course or period of research during the forthcoming academic year, commencing September.

4. The Foundation has 3 distinct areas of Research Scholarships available. These are:-
- For nurses and midwives to undertake a course in research methods or an evidence based practice module within an academic programme.
  - A piece of clinical practice research that targets improvements in patient care within an academic programme.
  - Research at Doctoral or Post-Doctoral level (with academic supervision or support) which can demonstrate direct benefit to patient care.

**Expectations on award of all the Foundation's scholarships:**

- An Interim short report to the Foundation 6 months after award of the scholarship
- A full Final Report to the Foundation and Sponsor within 3 months of completion of travel
- Agreement to publish an article arising from the scholarship in a professional journal within 12 months of completion
- Be willing to present at conferences, seminars, etc. on the outcomes of the scholarship
- All papers and publications must credit the Foundation and the Sponsor

## Appendix 2: Research and Travel Scholars Survey, 2015

Dear Scholar

Thank you so much for participating in this survey for the Florence Nightingale Foundation. We are committed to evaluating everything we do. Your responses will help us understand both the impact of the research and travel scholarships and the effectiveness of our support. We are very interested in your comments both about what has worked well for you and what hasn't.

The survey consists of two sections as follows:

Section 1: Demographic and other relevant information

Section 2: Questions relating to your experience of the scholarship

It should take less than 30 minutes to complete.

The survey data is being independently analysed for us by Professor Candy McCabe of the University of the West of England, Professor Angela Tod of the University of Manchester and Dr Richard Giordano of the University of Southampton.

No information that might identify you as an individual will be shared without your permission.

We are reliant on external funding to support our work. The results of this survey will help us to continue to refine and improve our scholarships and in securing funds to support more scholars in the future. We may also wish to undertake a small number of telephone interviews to help us to develop some vignettes for use with funders and there is an opportunity in the questionnaire to indicate whether you would be happy to take part in this.

Thank you for your time.

Liz

Professor Elizabeth Robb, OBE

### **1. What type of scholarship were you awarded?**

- Research Scholarship
- Travel Scholarship

### **2. About you. Please tick all of the following which apply to you:**

*Nurse*  
*Midwife*

*Practitioner*  
*Researcher*  
*Educationalist*  
*Senior leader/manager*

3. What was your professional role when you began your scholarship?
4. What is your professional role now? (If it is the same, please write 'As above')
5. When you began your scholarship, how many years was it since your initial professional registration?
6. What is your highest level academic qualification?
  - Certificate
  - Diploma
  - Degree
  - Post Graduate/Masters
  - PhD
7. Please write briefly in no more than 2 sentences: what were the key activities that you carried out within the scholarship? (e.g. for Travel Scholars – the location and overall purpose of your visits; for Research Scholars – the level of programme eg Masters/doctorate or research activity)
8. We are interested in knowing what your expectations were when you applied to the Florence Nightingale Foundation for a Research or Travel Scholarship.

Briefly outline your expectations here:

9. Please indicate your agreement with the statement below.

The Research or Travel Scholarship met my expectations.

- Agree Strongly
- Agree Moderately
- Agree Slightly
- Disagree Slightly
- Disagree Moderately
- Disagree Strongly

**Comments:**

**10. Please indicate your agreement with the statement below:**

**‘The Research or Travel Scholarship has had a positive impact on my career.’**

- Agree Strongly
- Agree Moderately
- Agree Slightly
- Disagree Slightly
- Disagree Moderately
- Disagree Strongly

**Please outline below what changes in your career you think can be attributed to the Research or Travel Scholarship and why:**

**11. Please indicate your agreement with the statement below:**

**‘The Research or Travel Scholarship has had a positive impact on my personal professional practice.’**

- Agree Strongly
- Agree Moderately
- Agree Slightly
- Disagree Slightly
- Disagree Moderately
- Disagree Strongly

**Comments:**

**12. How likely are you to develop your scholarship work further? (e.g. implementation in practice, publications, presentations, further research or study)**

- Very likely
- Quite Likely
- Not Very Likely
- Not Likely
- Not Sure

**If you have things planned already, please summarise this in the box below:**

**13. I have published, or plan to publish, work relating to my Research/Travel Scholarship through: (Please tick all that apply)**

	<i>Have Published</i>	<i>Plan to Publish</i>
<i>An item in my organisation's newsletter/website</i>		
<i>A professional journal (please supply citation information in the box below)</i>		
<i>An academic journal (please supply citation information in the box below)</i>		
<i>Other</i>		

Box for Citation information here

**14. If you have not published, nor plan to publish any work related to your Research/Travel Scholarship, what support would you require to meet this requirement?**

**15. We are interested in whether you have presented any work relating to the Research or Travel Scholarship, or have plans to do so.  
I have presented, or plan to present, work relating to my Research/Travel Scholarship through: (Please tick all that apply):**

	Have Presented	Plan to Present
A seminar in my own organisation		
A local conference paper		
A national conference paper		
An international conference paper		

**Other: (please specify where, and whether already presented or in planning)**

**16. If you have not presented, nor plan to present any work related to your Research/Travel Scholarship, what support would you require to meet this requirement?**

**17. We are interested in knowing if the Research or Travel Scholarship has in any way affected patient care, patient safety, and patient experience. We**

understand that these are your subjective ratings, but they are helpful to us nonetheless.

	Agree Strongly	Agree Moderately	Agree Slightly	Disagree Slightly	Disagree Moderately	Disagree Strongly	N/A
Impact on Patient Care							
Impact on Patient Safety							
Impact on Patient Experience							

Briefly describe how the Research or Travel Scholarship has had an impact on patient care, safety and experience. If it had no effect, briefly explain why:

**18. We are interested in knowing whether you feel that undertaking the Research/Travel Scholarship has in any way affected or influenced your profession as a whole or your colleagues. We understand that these are your subjective ratings, but they are helpful to us nonetheless.**

	Agree Strongly	Agree Moderately	Agree Slightly	Disagree Slightly	Disagree Moderately	Disagree Strongly	N/A
Impact on Profession as a Whole							
Impact on Colleagues							

Briefly describe how the Research/Travel Scholarship has had an impact on your profession as a whole or colleagues in your profession. If it had no effect, briefly explain why:

**19. What support did you get from the Foundation during your scholarship?**

- *Mentorship*
- *Support with writing*
- *Advice on career development*
- *Access to developmental opportunities*

*For travel scholars*

- *Scholarship planning advice from Foundation staff eg contacts, locations*

**20. With respect to the support you received from the Foundation for the scholarship, what had most impact on you and your development?**

**21. Is there any other support you would have liked?**

**22. How might we improve the Florence Nightingale Foundation Research/Travel Scholarship Programme?**

**23. Overall, how would you rate your experience of the Florence Nightingale Foundation Research/Travel Scholarship Programme?**

- Very Poor
- Poor
- Average
- Good
- Excellent

**Comments:**

**24. Please indicate your agreement with the following statement:**

**'I would encourage others to apply for a Florence Nightingale Foundation Scholarship.'**

- Agree Strongly
- Agree Moderately
- Agree Slightly
- Disagree Slightly
- Disagree Moderately
- Disagree Strongly

**Comments:**

**25. In your view, how might the Florence Nightingale Foundation best promote its Research/Travel Scholarships?**

**26. 'I would be interested in taking part in a telephone interview to discuss my experiences further if required.'**

- Yes
- No

**Thank you**

Thank you for completing the survey. You can submit your survey by clicking on "Done" below.

### **Appendix 3. FNF Travel and Research Scholarships The Project Team**

Elizabeth Robb, Chief Executive, The Florence Nightingale Foundation

Abigail Masterson, Deputy Chief Executive, The Florence Nightingale Foundation

Samuel Tyler, Marketing & Fundraising Graduate Assistant, The Florence Nightingale Foundation

Candy Mc Cabe, Florence Nightingale Foundation Chair of Clinical Nursing Practice Research, University of the West of England

Angela Tod, Florence Nightingale Foundation Chair of Clinical Nursing Practice Research, School of Nursing, Midwifery and Social Work/Central Manchester NHS Foundation Trust

#### **Appendix 4. List of Scholar Publications**

Bentley, A Case Management and long-term conditions: the evolution of community matrons. *British Journal of Community Nursing* 2014; 19(7): 340-345

Blackwell, R. & Grudzen, C. 2014. Palliative care for older people in the Emergency Department. *Emergency Nurse*, 21, 13. Blackwell, R. 2014. Focus on Older People. *Nursing Standard*, 28.

Darch, J. (2014) Nurses should not feel threatened by HCA education. *Nursing Standard*, vol 28(39):71. <http://dx.doi.org/10.7748/ns.28.39.71.s55>

Darch, J. (2014) Addressing the pressures faced by nursing students merits a place on the wider public health agenda. *Nursing Standard*. vol 28 (52): 66

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Higgins P (2011) The spiritual and religious needs of people with dementia. *Catholic Medical Quarterly* 61 (4) 24-29.

Higgins, P. (2013) Involving people with dementia in research. *Nursing Times*. 109 (28) 20-23.

Higgins, P (2013) Meeting the religious needs of residents with dementia. *Nursing Older People*. 25 (9) 25-29.

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La Fontaine, J. & Oyebode, J.R., (2014) Family Relationships and Dementia: a synthesis of qualitative research including the person with dementia, *Ageing and Society*, 43, 7, 1243-72

La Fontaine, J., Buckell, A., Oyebode, J. & Ford, J. (2015) Family experiences and needs: living with bvFTD, *Journal of Dementia Care*, March-April, 23. 2. 24-27

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Mcanirn, G., et al. "Family support motivates younger patients to make positive lifestyle changes post myocardial infarction." *European Journal Of Cardiovascular Nursing*. Vol. 14. 1 Olivers Yard, 55 City Road, London EC1Y 1SP, England: Sage Publications Ltd, 2015.

Menzies, A. (2014) Work-based learning: From a niggle to a scholarship. *British Journal of School Nursing* Nov Vol 9 (9) p 455 - 456

Menzies, A. (2014) Creating a steering group: The importance of networking *BJSN* Dec/Jan Vol 9 (10) p 496 - 497  
Menzies, A. (2015) Involving young people: Creating the participation group *BJSN* Feb Vol 10 (1) p 32 - 34

Menzies, A. (2015) Designing the app: Choosing the layout and the colour scheme *BJSN* April Vol 10 (3) p 145 -147

Menzies, A. (2015) Designing a sexual health app: What's in a name *BJSN* May Vol 10 (4) p 194 - 195

McIntosh N, A passion for research. *Nursing Standard*. Vol. 29: Issue. 32: Pages. 63-63  
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Ousey K (2014) Wounds UK Reflections from down under: understanding quality of life 10 (2): 6-7

Ousey K (2014) Quality of Life Irish Podiatry Society Journal

Selfe K, Walsh DJ (2015) The third stage of labour: are low-risk women really offered an informed choice? MIDIRS Midwifery Digest, vol 25, no 1, p 66-72.

Thompson, S and Walsh, D. (2015) women's perceptions of perineal repair as an aspect of normal childbirth. British Journal of Midwifery. 23(8) pp. 553-560.

Williams, C. H. J. (2015). Improving Access to Psychological Therapies (IAPT) and treatment outcomes: Epistemological Assumptions and Controversies. Journal of psychiatric and mental health nursing, 22(5), 344-351