

## Environmental, Social and Governance (ESG) Statement

### What is ESG

ESG refers to Environmental, Social, and Governance factors, which are taken into account by organisations to measure their impact on the world and ensure that their operations are sustainable and responsible. It incorporates:

1. **Environmental:** How an organisation interacts with and impacts its surrounding environment with an emphasis on sustainability.
2. **Social:** The proactive management of social impacts of organisations both in communities and on employees.
3. **Governance:** Transparency and evidence of effective governance which underpins a well-run charity.



Figure 1: What does ESG Mean for the Charity Sector?  
(Source: RSM (2022) <https://rsmuk.pagetiger.com/charities-esg/1>)

### Why is this important for Florence Nightingale Foundation (FNF)?

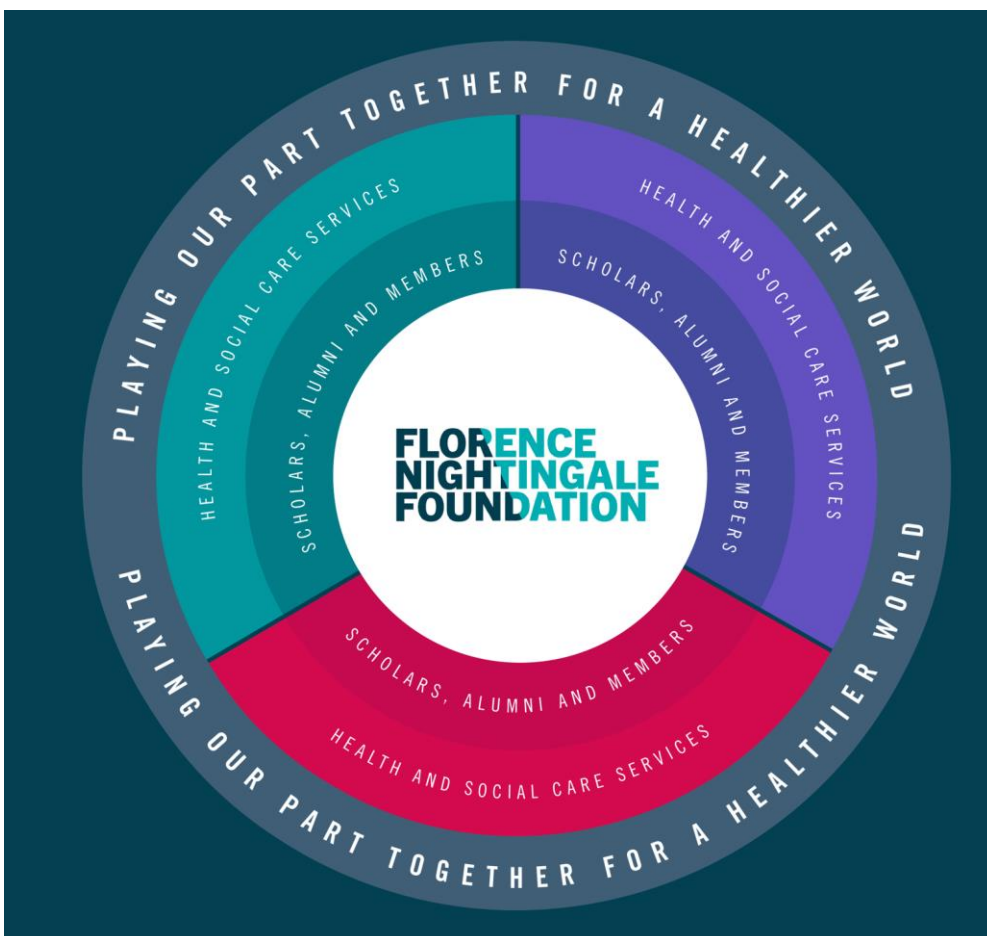
The FNF 5-year strategy identifies creating a financial, social, cultural and environmentally sustainable future as a key strategic priority. As an organisation which is expanding to influence global health and well-being, FNF is committed to demonstrating impact which contributes to the following WHO Sustainable Development Goals:

Figure 2: FNF targeted impact on UN Sustainable Development Goals



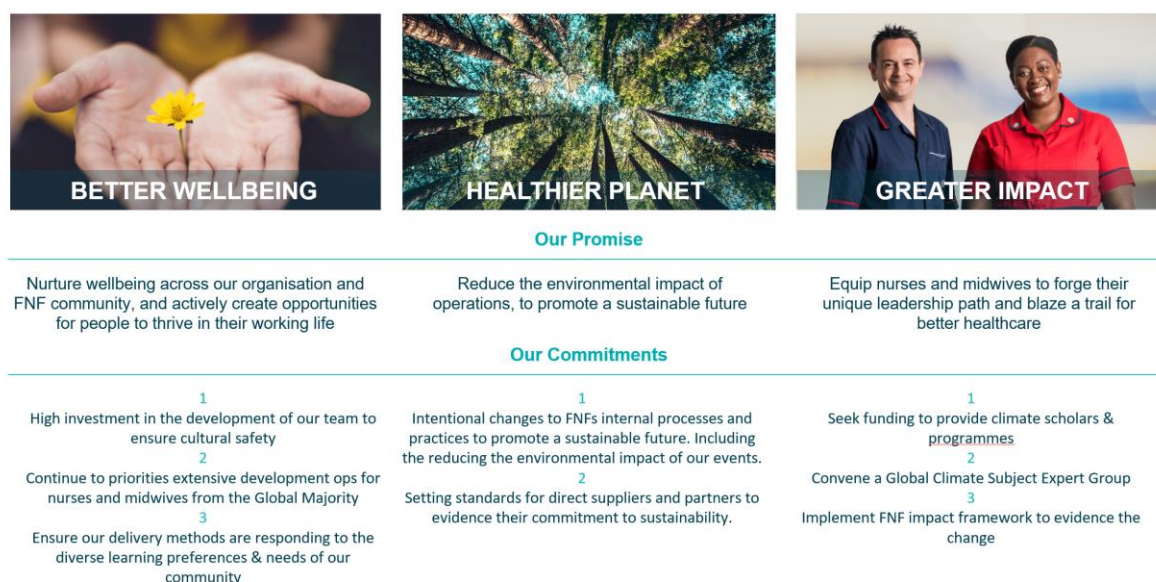
We recognise that our greatest influence is achieved through the growth and development of our nursing and midwifery membership and alumni community. Equipping the FNF community with the capabilities to respond to a rapidly changing and complex health and care landscape, by increasing their core confidence to lead, is central to our purpose. Through our leadership development provision and in partnership with health and social care providers, policy makers and our professional regulators, FNF can play a part in working together for a healthier world.

Figure 3: FNF Sphere of Influence



- **Nursing and Midwifery Leadership:** FNF's education provision empowers nurses and midwives to become effective leaders who can positively impact health and wellbeing, advance the equality agenda, and create sustainable healthcare services. By investing in our education programs, we can build the capacity of healthcare professionals to drive positive change for both people and the planet.
- **Influence on our sector and suppliers:** As a leader in the third sector, FNF is committed to promoting equitable and sustainable practices that benefit our partners, suppliers, and ultimately, the communities we serve. By setting high standards, and insisting on evidence of our partners' commitment to the same, we can role model best practices that foster positive social and environmental impact.
- **Working in partnership:** FNF recognises that advancing the equality and environmental agendas requires collaboration across the health and care sector and beyond. We are proud to work in partnership with the NHS, independent healthcare providers, and regulators to drive thought leadership and innovative solutions that translate into tangible actions. Together, we can create a more equitable and sustainable future for all.

Figure 4: FNF ESG Promise and Commitments



## Achievements to Celebrate

### Environmental

- In partnership with Nuffield Health, FNF have implemented its first Green Healthcare Leadership programme resulting in 18 clinical change projects saving 6000 tones of carbon.

*"Over the course of the pilot, our unit saved over 670 kg of Co2, the equivalent of driving from London to Paris! It has also meant increased independence for the patients, savings in workforce planning and clinical resources, meaning financial savings too."*

### Social

- 56% of participants on our leadership programmes are from the Global Majority and 80% have received at least one promotion following completion of the programme.

*"The FNF Windrush Leadership Programme that I did gave me the skills and the confidence to move forward in my career. I have had two promotions since completing the programme, which would not have happened so quickly otherwise."*

**Governance**

- FNF is certified as a “Living Wage” employer and accredited as “A Great Place to Work”. Our people describe a strong commitment to our purpose a supportive and inclusive culture.

*“I love our purpose, the diversity and breadth of the work and the lovely team! It is a real privilege to work here. I am also grateful for our flexible working approach.”*



**FNF Detailed ESG action plan and reporting**

Environmental		
	Progress	Impact on SDG
<a href="#">Low carbon events policy.</a>	Fully implemented	12. Responsible consumption and production 13. Climate action
Carbon footprint baseline measurement and targets.	2022/23 data collection in progress to provide baseline and inform reduction targets	12. Responsible consumption and production 13. Climate action
Extend provision of development programmes focused on sustainable leadership.	Inaugural programme complete. Funding secure to continue and extend reach of programme.	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
Convene subject expert group to provide thought leadership and scalable clinical creative solutions.	Scoping of membership in progress	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
Membership of <a href="#">UK Health Alliance on Climate Action</a>	Fully implemented	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
Membership of <a href="#">Planetary Health Alliance</a>	Fully implemented	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
Develop educational partnerships with established and reputable climate experts.	Partnership with Eden Project to provide open programme targeting senior leaders.	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action
Environmental regeneration through Cabilla Forest Scheme.	Approved and preparing for implementation. 200 trees planted in 2023.	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action

A commitment to specific sustainable practices is included in all associate and supplier contracts.	Implemented	12. Responsible consumption and production
<b>Social</b>		
<a href="#">Anti-racism statement and commitments.</a>	Statement finalised. Commitments are ongoing	10. Reduced inequalities
Development & support to International Nursing and Midwifery Associations (INMAs).	Ongoing including impact evaluation	10. Reduced inequalities
Extend impact internationally by supporting the leadership development of Nurses and Midwives from low/middle income countries who do not currently have access.	Ongoing including impact evaluation	8. Decent work and economic growth 10. Reduced inequalities
Exclusive development opportunities for Global Majority.	Ongoing including impact evaluation	10. Reduced inequalities 4. Quality education
Provide laptops on loan to programme participants unable to access online elements due to access to hardware.	Fully implemented	10. Reduced inequalities
Alumni champions working on local community based projects relevant to their population needs.	In development	11. Sustainable cities and communities 12. Responsible consumption and production 13. Climate action 4. Quality education 5. Gender equality
<b>Governance</b>		
Equity Impact Assessment & employee reference group for all policies.	Implemented	10. Reduced inequalities 5. Gender equality
Employee wellbeing survey and action plan.	Implemented	3. Good health and wellbeing
Implementation of employee wellbeing online platform.	Implemented	3. Good health and wellbeing
Implementation of live dashboard to transparently monitor KPIs and risks.	In progress	4. Quality education
Annual Board effectiveness survey and action plan.	In progress	4. Quality education
Function as an equal opportunities employer by implementing transparent pay progression scheme and maintaining accreditation as Real Wage employer.	Implemented	10. Reduced inequalities 5. Gender equality 8. Decent work and economic growth