

**FLORENCE
NIGHTINGALE
FOUNDATION**

FNF Scholar Publications



About FNF

The Florence Nightingale Foundation (FNF) supports nurses and midwives to improve care and save lives. As a UK-based charity, established almost 90 years ago, we are now expanding to reach one million nurses and midwives by 2027. Experience shows us the transformation that is possible when FNF enable nurses and midwives to connect, lead, and influence health and care.

The Foundation's principal focus is on improving health, clinical outcomes and patient experience, through building nursing and midwifery leadership capacity and capability. We do this by enabling nurses and midwives to access sophisticated and bespoke leadership development opportunities, both in the UK and overseas, tailored to the participants' needs.

It is important that nurses and midwives are empowered to use their professional voice effectively and seek all opportunities to influence health and care policy and practice. We will ensure that the Foundation becomes 'the go to place' for professional opinion and debate, a recognised academy for health and care thought leadership, and will provide platforms for the voices of nurses and midwives to have influence.

You can visit our website to find out more at www.florence-nightingale-foundation.org.uk.

About Our Scholarships

FNF Leadership Scholarships are 18-month programmes for nurses and midwives at Band 7 or above. Participants undertake an in-depth bespoke development programme, with a dedicated mentor for support and guidance throughout.

Published Articles

Our Scholars all undertake a Quality Improvement project as part of their Scholarship. Many Scholars go on to publish their projects. This booklet showcases a range of projects from the Scholars who published their work in 2023.

If you would like to read them online please go to <https://florence-nightingale-foundation.org.uk/impact/star-alumni-publications>.



Developing a Talent Management Support Network for Nurses and Midwives

**Name:**

Vinice Thomas

Scholarship type:

FNF Leadership Scholarship 2020-2021

Publication title:

Developing a talent management support network for nurses and midwives

Publication link (open access):

<https://journals.rcni.com/nursing-management/cpd/developing-a-talent-management-support-network-for-nurses-and-midwives-nm.2023.e2085/full>

Abstract

Effective talent management is vital to retain skilled and experienced nurses and midwives in the NHS. In 2019, Vinice Thomas from London set up a talent management support network (TMSN) aimed at helping specific groups of nurses and midwives facing challenges in fulfilling their professional potential. The network started by supporting nurses and midwives from global majority backgrounds, later also offering the programme to dental nurses across England and to healthcare workers in Brazil. The network uses the power of action learning and networking in a framework that nurtures staff's talents. This article describes the London TMSN team's experience of setting up and running the network. It also explains how nursing and midwifery managers and leaders can create a business case for the development of a similar network in their setting.

Impact of the FNF Scholarship

The mentor I was allocated as part of the Scholarship was key to my enjoyment of the FNF programme. Barbara Stilwell is an international nursing leader and became an invaluable outstanding critical friend during the Scholarship. She supported me to think outside the box and look at the wider implications and applications of the TMSN. She also provided me with moral support, which was especially key as the Scholarship took place during the Covid-19 pandemic.

Another key element of the Scholarship for me was the Windsor Leadership course. It was fantastic to meet other leaders, from different sectors and industries. This pushed me to understand that the Talent Network could be applied more widely than nursing alone.

As a result of the Scholarship, I was approached by the RCNi about publishing my project in the Nursing Management Journal. This is a CPD article, it goes step by step into what to do, and broadened out the work, showing that it can be used for any group of staff (not just global majority). FNF gave me the headspace and time to step back and reflect on myself as a leader and to influence and inspire others.

There is a biblical saying: 'iron sharpens iron'. Being amongst other leaders inspired me to be a better me! It inspired me to go further and higher.

Impact So Far and Next Steps

The basic idea of the Talent Management Support Network is to make networks and action learning sets more accessible to those who don't normally have access to these things, which are usually linked to more senior leadership programmes. So we offer a 6 month programme, with flexible timings depending on the cohort, targeted at nurses and midwives who don't have easy access, those needing peers, needing someone to give a fresh lens to a challenge.

At first participants are not sure what it's all about, then when they realise, and see the potential for their careers, they LOVE it! It makes such a difference. It is so simple but impactful. Participants develop new skills e.g. troubleshooting and brainstorming.

We piloted the programme with dental nurses (Band 4, junior members of the team). At their celebration event there was not a dry eye in the house when we heard what a difference it had made to them.

The nurse leaders within the dental team are now taking on the programme to continue running it themselves. This is just what we want. The Network has now been independently evaluated, the results of which are being written up and the report is due around February. This will help us to tweak the product.

We are working towards having the programme packaged up so it can become an off-the-shelf product and used much more widely. Myself and my team would be there as a sounding board and for support, but it should be possible to run the programme without any actual training. We are currently working on the tools for this to happen. We are setting up an NHS Futures platform to host the toolkit and hope to launch it in 2024.

To be fully effective each programme and network should be spread across a region or ICB, not just one organisation; to get different ideas and input, different challenges and perspectives and cultures. My desire is to see it take off and be used across the country, with ANY staff whose career progression is hindered. There are often intersectional issues which cause this. The TMSN has created a safety hub. It is essential to support facilitators, that is at the heart of it too.

We were shortlisted for an HSJ award in 2021 and are now a finalist for the HSJ 'partnership' award. There is such a hunger for this. It can really help with retention, staff well-being and career progression.

Additional Information

Vinice has had a varied nursing career. Initially a critical care nurse, she then worked in corporate education, clinical commissioning roles, national leadership roles, and is now working at regional (London) level as Director of Nursing, with a wide portfolio.

**"Being amongst other leaders inspired me to be the better me!
It inspired me to go further and higher." Vinice Thomas**

Developing a Leadership Programme for Junior Nurses

**Name:**

Antony Makepeace

Scholarship type:

FNF Leadership Scholarship 2020-2021

Publication title:

Developing a leadership programme for junior nurses

Publication link (open access):

<https://journals.rcni.com/nursing-management/cpd/developing-a-leadership-programme-for-junior-nurses-nm.2022.e2057/abs>

Abstract

Lifelong learning is an expectation of all nurses and nursing associates. However, after preceptorship there is limited guidance on how junior nurses can progress in their careers. Formal training programmes were limited by pressures associated with the Covid-19 pandemic, as well as long-term financial and resource restrictions across the NHS. Nurses' expectations of professional development and well-being have also been affected by their experiences during the pandemic. This article explores how nurses in management positions can create professional development opportunities for nurses, particularly in leadership. The author identifies how leaders can support their staff to broaden their skills and knowledge despite pressures on staffing and resources.

Impact of the FNF Scholarship

Despite the fact that the Scholarship had to take a back seat when Covid-19 hit, the programme provided me with a great peer network from the start. This is one of the big strengths of the programme. Participants were so diverse and aspirational.

In 2021 the Scholarship picked back up again, with some in-person activities resuming. I also got a new job with a new trust: Lead Nurse at an Intermediate Care Facility. This meant I changed my Scholarship project, I had to think what was important and relevant to my new role.

In my new team we had 19 senior staff and only two were non-white. Of the Band 5 nurses, 75% were internationally educated or from a global majority background. Some of the internationally educated nurses had leadership experience overseas so I wanted to make sure there were

opportunities for ALL staff to develop, especially as we were coming out of the Covid-19 wave.

I set up a structured programme to provide opportunities to Band 5 staff. It wasn't about creating new courses but about signposting people to what they could access. I also looked to non-formal forms of education such as shadowing. I do not believe that the only way to go is a taught course.

In terms of publishing my project, I had done some writing over 20 years ago as a newly qualified nurse, and really enjoyed writing again. The journal I eventually published in heard about my work through the FNF Scholarship programme, they reached out and discussed how the project could become an article, giving guidance along the way.

Impact So Far and Next Steps

In my workplace I can say now that the safety culture is stronger and patient experience is improved. The workforce is overall stronger and there is a more diverse senior leadership team. I am really proud of my role in developing the staff to fulfil their potential. Personally, I am grateful for the role that the FNF Scholarship has played in growing my confidence and leadership skills.

“I am grateful for the role that the FNF Scholarship has played in growing my confidence and leadership skills.” Antony Makepeace

Managing diabetes and dementia, a challenging duo: a scoping review. Practical Diabetes Career Journey



Name:

Florence Sharkey
@FloSharkey

Scholarship type:

FNF Research Scholarship 2019-2023
(extended)

Publication title:

Managing diabetes and dementia, a
challenging duo: a scoping review.
Practical Diabetes Career Journey

Publication link (open access):

[https://wchh.onlinelibrary.wiley.com/
doi/10.1002/pdi.2469](https://wchh.onlinelibrary.wiley.com/doi/10.1002/pdi.2469)

Abstract

This paper aims to describe experiences and challenges when managing diabetes along with dementia from the perspectives of those living with these conditions, their informal carers and health care professionals.

The scoping review included studies published within the last 10 years (2012–2022) from EBSCO Research Databases: CINAHL, Health Business, Soc Index, ERIC, Medline, Information Science & Technology Abstracts and a review of reference lists. Three hundred and fifty-six papers were identified of which 11 studies met the inclusion criteria that focused on the experiences of managing the comorbidities of diabetes and dementia.

Six papers focused on the implications of those individuals diagnosed with both conditions, four on implications for their informal carers (unpaid), two included both the individuals and their informal carers. There was one study that reported experiences of health care professionals.

Individuals faced extraordinary challenges managing both conditions to perform activities of self-care such as taking medications, monitoring glucose levels, healthy eating, exercising and attending appointments. Informal carers reported that caring for both conditions was burdensome, sometimes overwhelming and they wanted more support from family and patients health care providers.

This scoping review revealed that many individuals and their informal carers were struggling with the impact of these comorbid conditions. Challenges such as lack of information and support were evident but there were few examples of solutions to improve diabetes management in those with dementia. To provide holistic care we need to integrate knowledge and skills from the areas of diabetes, mental health and social care. There is very little information relating to the experiences of health care professionals who work with those living with these conditions.

Impact of the FNF Scholarship

What I learned, and the support I got, through the FNF Scholarship has added to my knowledge base and helped to develop my role as Principal Investigator on the scoping review and to develop my leadership skills. Some of the key things the Scholarship provided me with were: an enhanced understanding of engaging and participating with key stakeholders within the Trust and externally with university colleagues in collaborating with the development of the project; an enhanced understanding of critical reading of the research literature, study design, data collection and analysis and interpreting data, writing up a report of the project and publishing; and learning how to apply qualitative/quantitative research methods.

It also taught me the importance of sharing ideas and learning with other colleagues internally and externally; and ensured that I completed Research Governance processes, reflecting on my own experience during the process, as a part of the process.

And it supported me in applying new knowledge and skills in Research and Quality Improvement to benefit others in supporting further projects in partnership with Trusts and universities.

Publication Process

The publication process remained daunting, even though I had some experience. However this time I was the lead for the academic study. To understand more about the publication process I

attended an FNF webinar on 'Writing for Publication' which was helpful. I learnt the importance of choosing a journal that is relevant to my topic and following the journal guidance; and reaching out to the editor when I was unsure, was beneficial. Collaborating with my Scholarship mentor, Professor Vivien Coates (Nursing and Practice Research, Ulster University), has provided me with a deeper understanding of the publication process and dealing with rejection when my paper was initially not accepted by a journal. The importance of staying focused and remembering 'what is the story I want to tell'.

When the paper was published, I had a feeling of accomplishment, a burst of joy in realisation that my hard work was worthy in this field of existing research. I was elated.

Impact So Far and Next Steps

Based on the literature findings, I was inspired to write a second paper which has now been accepted for publication: 'The challenges and successes of managing diabetes mellitus and dementia: a nursing overview'.

Following the first publication on the scoping review, I have been contacted by international conference organisers to present. September 2023, I presented a poster presentation at the Early Career Researcher Showcase Event at Coleraine Campus, Ulster University, Northern Ireland and at the Palliative Care Research Forum Northern Ireland Conference, 'Living for Today, Planning for Tomorrow', Stormont Hotel, Belfast in which I was awarded Poster Competition Prize.

I have applied for further funding to promote implementation so the publications are not the end of this story.

Ideally the review will provide sufficient preliminary data to inform a robust PhD proposal. Although it is a small-scale study, I would want to deliver a project that has the potential to improve the experiences of those with dementia and diabetes and their informal carers.

Additional Information

Florence is a Lecturer at the School of Nursing and Paramedic Science at Ulster University. She is originally from County Galway in Ireland and from a nursing family, with her sister and brother also going into nursing.

After undertaking her nurse training in England she worked in various roles, later focusing on providing palliative care in both a hospital and then a community setting. She then moved to Northern Ireland working first in palliative care and later as a Practice Education Facilitator implementing Nursing and Midwifery Council Standards to Support Learning and Assessment in Practice and as an Associate Lecturer with Open University and Lead Nurse for Research and Development, Western Health & Social Care Trust.

“When the paper was published, I had a feeling of accomplishment, a burst of joy in realisation that my hard work was worthy in this field of existing research. I was elated.” Florence Sharkey

'Speaking Up' for patient safety and staff well-being: a qualitative study.

BMJ Open Quality

**Name:**

Rebecca Delpino

Scholarship type:

FNF Research Scholarship 2020-2021

Publication title:

'Speaking Up' for patient safety and staff well-being: a qualitative study. BMJ Open Quality

Publication link:

<https://bmjopenquality.bmj.com/content/12/2/e002047.long>

Abstract

Background: Freedom To Speak Up Guardians (FTSUGs) and Confidential Contacts (CCs) were appointed nationally following the Mid Staffordshire inquiry to listen to and support staff who were unable to address concerns through normal channels of communication.

Aim: Explore perceptions of an FTSUG and CCs through shared experiences and personal stories.

Objectives: (1) Explore perceptions of an FTSUG and CCs. (2) Consider how individuals can be best supported. (3) Improve staff knowledge on speaking up. (4) Understand factors influencing reflections around patient safety. (5) Share exemplars of good practice through use of personal stories to promote a culture of openness to raise concerns.

Method: A focus group of eight participants, namely the FTSUG and CCs working within one large National Health Service (NHS) Trust, was used to gather data. Data were collated and organised using a created table. Thematic analysis enabled each theme to emerge and be identified.

Conclusion: (1) An innovative approach to the introduction, development and implementation of an FTSUG and CC roles and responsibilities in healthcare. (2) To gain insight into the personal experiences of a FTSUG and CCs working within one large NHS trust. (3) To be supportive of culture change with committed leadership responsiveness.

Impact of the FNF Scholarship

The FNF Scholarship gave me hope and a lifeline to turn something bad into something great. Providing an opportunity to re-energise and refocus on the positive aspects of nursing, for all the

reasons that I became a nurse at the start of my career.

The FNF Research Scholarship provided support and guidance, time and funding which has led to the publication of research and has enabled my academic achievement of MSc Health and Well-being, awarded from the University of Wolverhampton

To design, implement and share my research proposal on 'speaking up and raising concerns' I am grateful that FNF recognised my commitment to my qualitative study and aspirations for developing the NHS to become a reflective learning organisation, to learn from mistakes and move forward and promote safe working environments in healthcare. Confident that this project was worth their commitment, funding, and approval.

I have met some inspirational leaders, role models and Scholars from FNF and gained peer support. I have also contributed to leadership skills development discussions through the foundation, proud to be an FNF Research Scholar.

I presented a poster entitled 'Developing the NHS as a Reflective Learning Organisation' at the International Public Health Conference in Manchester in 2020. Sharing the work of FNF and raising the profile of the Freedom To Speak Up Guardian service at UHB, advocating the importance of raising concerns within healthcare for patient safety.

Publication in the BMJ Open Quality has been a rewarding achievement, after several years of challenging work.

Impact So Far and Next Steps

I believe an impact of my research has been to raise the profile of the Freedom To Speak Up Guardian and confidential contact service. To support and encourage NHS employees and private healthcare staff locally, nationally, and internationally to raise concerns for patient safety and staff well-being.

I have been invited to deliver an oral presentation with my abstract entitled 'Speaking up for patient safety and staff wellbeing at a large NHS Foundation Trust: A qualitative study' at a Scholars Conference, World Nursing and Healthcare Summit (WNHS), scheduled for September 2024 in Singapore. To share knowledge and views on the Conference theme 'Leading Innovations and Advancing Nursing Practices toward Better Healthcare,' representing University College Birmingham.

<https://scholarsconferences.com/nursing-healthcare/>

Additional Information

Rebecca is a Lecturer in Health on the Trainee Nursing Associate Apprenticeship Programme at the University College Birmingham (UCB).

She has worked in several roles throughout her nursing career including ward sister for over 20 years within T&O, ward manager and as a night sister, thriving on both the clinical aspects of the role and managerial responsibilities.

Always keen to seek out new developmental CPD learning opportunities, Rebecca undertook a part time secondment in Clinical Education in 2012, within the NHS. She has always been interested in education and teaching and this is when she first decided that education could be her chosen

future career. In 2015, Rebecca moved into full-time clinical education.

The focus for her research and subsequent publication was driven by Rebecca's own challenging experience of reporting poor nursing clinical practice, management and leadership in the past. She wanted to role model the importance of raising concerns and speaking up for patient safety and staff well-being in the NHS, and to focus on developing the NHS to be a reflective learning organisation. Rebecca wanted something positive to come out of her negative experiences.

From 2018 to 2023 Rebecca worked in a voluntary role alongside the Freedom To Speak Up Guardian as a confidential contact at the UHB trust. This led her to focus on her research question as to why the Freedom To Speak Up Guardian had chosen to be in this role and what was the motivating factors for the other twenty one voluntary confidential contacts, in providing their time and commitment to the service and supportive network within UHB.

“The FNF Scholarship gave me hope and a lifeline to turn something bad into something great. Providing an opportunity to re-energise and refocus on the positive aspects of nursing.” Rebecca Delpino

Suicide prevention: What does the evidence show for the effectiveness of safety planning for children and young people? A systematic scoping review



Name:

Susan Abbott-Smith

Scholarship type:

FNF Research Scholarship 2019-2020

Publication title: Suicide prevention: What does the evidence show for the effectiveness of safety planning for children and young people? A systematic scoping review

Publication link: <https://onlinelibrary.wiley.com/doi/10.1111/jpm.12928>

Abstract

Introduction: Suicide is a leading cause of death for children and young people and its prevention is a global priority. Many Mental Health Services employ safety planning as a brief intervention. There is some evidence of safety planning effectiveness for adults, but little is known about its effectiveness with young people.

Aim: To synthesise research reporting safety planning effectiveness for children/young people with suicidal ideation and identify good practice recommendations.

Inclusion criteria: The review relates to safety planning around suicide prevention for children/young people aged less than 18 years, even if it was within a wider intervention. The review was inclusive of all clinical areas (including mental health, primary care, etc), any geographical location or social economic status and inclusivity around the method of delivery.

Methods: A systematic scoping review of literature reporting effectiveness data for the use of safety planning with children/young people with suicidal ideation. The systematic scoping review protocol (pre-registered with Open Science Framework) followed Joanna Briggs Institute conduct guidance and PRISMA-ScR checklist.

Data analysis and presentation: Fifteen studies were reported during 2008 - 2021. Overall, there is promising, but limited, evidence of effectiveness for safety planning for children/young people but with complete evidence gaps for some demographic sub-groups. Evidence determined that healthcare professionals should deliver a safety planning intervention that is completed collaboratively, developmentally appropriate, and recognises parental/carer involvement.

Discussion and implications for practice: Further research is needed but current evidence suggests safety planning should be a routine part of care packages for children/young people with suicidal ideation proportionate to their needs. Developing/implementing these plans needs bespoke health professional training and additional support and resources for parents/carers should be developed.

Lothian Safety Plan[®] Children and Young People

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Edinburgh Napier University NHS Lothian

S elf awareness:	A ction:	F riendly people and places:
E mootional support:	T urn to helpful organisations:	Y es! I can do this:
How can I keep myself safe now and in the future?		Name: Date of birth: Date completed: Completed by:

Adapted from Stanley, B., & Brown, G. K. (2012). Safety Planning Intervention. V1.0 Approved by NHS Lothian Patient Information Nov 23, Review: Nov 26

Impact of the FNF Scholarship

The Scholarship enabled me to start my PhD and thus do the review on safety planning for children and young people.

I found the support from the other FNF Scholars immensely helpful as it was during the Covid-19 pandemic.

The FNF Scholarship enabled me to work on

my PhD and gave me a great peer support network. I am still part of a WhatsApp group with eight other Research Scholars.

I cannot underestimate the thanks I have for FNF to enable me to start my PhD journey and develop this innovative clinical tool.

Impact So Far and Next Steps

This systematic scoping review brings together all research evidence since 2008 that reported how effective safety planning is for children/young people. Safety planning is now widely used in suicide prevention; however, it was developed for use with adults, and little was known about its effectiveness for children/young people.

Findings from my review highlighted that when healthcare professionals help children/young people who are suicidal, they need to ensure that the safety plan is completed collaboratively with them and that it is appropriate for their age and development. It also highlighted that parents/carers have a key role in safety planning.

From my initial research I recognised that there was a need to involve parents in safety planning. Therefore, an additional tool, a Lothian Safekeeping Plan©, has been developed by myself and the other authors. After the review we looked at the evidence of what's required for parents and then developed the Lothian Safekeeping Plan©. I believe that mental health nurses have a key role in routinely involving parents in safety planning. The Lothian Safekeeping Plan© is one tool that can be used to support this. I implemented the pilot project before Covid-19, after that we rolled it out completely.

The impact of this framework is still to be fully evaluated, and I hope to do this in the near future, but I can say that the work has had huge clinical impact already and feedback from parents is that it is very helpful. I'm now in the last year of my PhD. Since the Scholarship I have undertaken two more pieces of research and am writing those up now. I have also recently presented a poster on this work at the International Summit on Suicide Research October 2023 in Barcelona.

Additional information

Sue has had a varied nursing career, and this has included working in a street clinic in India and managing the medical needs of a refugee camp in Liberia and Rwanda. Her most recent experience of 18 years plus, is working within the field of Child and Adolescent Mental Health Service (CAMHS). This has included working with hard to reach and difficult to engage young people.

Sue currently works for NHS Lothian Children and Adolescent Mental Health Services as a Specialist Mental Health Practitioner. She spends one day a week focusing on her PhD.

The image shows a form titled "Lothian Safekeeping Plan® Parents and Carers". The form is divided into six main sections, each with a title and an icon:

- Monitoring and Supervision**: Icon of a magnifying glass.
- Warning signs/Triggers**: Icon of a warning sign.
- Connectiveness**: Icon of two people talking.
- Keeping Them Safe**: Icon of a person sitting at a table.
- Helpful Organisations/Support needed for you?**: Icon of a person at a desk.
- Active Listening**: Icon of an ear with sound waves. Below this icon are several sub-points: "Signal encouragement", "Listen for feelings", "Reflect", "Probe", "Summarise", "Observe non-verbal behaviour", "Show interest", "Avoid interruption and distraction", "Non-Judgemental", "Use of open and closed questioning", and "Clarify".

At the bottom of the form, there are fields for "Name", "Date of birth", "Date completed", and "Completed by".

Formwork developed from: Abbott Smith, S., King, R., Dingwall, R., & Davies, J. (2022). Suicide prevention: What does the evidence show for the effectiveness of safety planning for children and young people? systematic scoping review. *Journal of Psychiatric and Mental Health Nursing*. V13.3. Approved by NHS Lothian Patient Information Nov 23. Review Nov 24.

Using Data Analytics to Enhance Quality Improvement Projects

**Name:**

Donna Goodfellow

Scholarship type:

FNF Digital Leadership Scholarship
2020-2021

Publication title:

Using data analytics to enhance quality
improvement projects

Publication link: (paid access):

<https://journals.rcni.com/nursing-management/cpd/using-data-analytics-to-enhance-quality-improvement-projects-nm.2022.e2042/abs>

Abstract

With the introduction of electronic health record systems in healthcare organisations, there is a significant opportunity within nursing, and as part of the multidisciplinary team, to access a wealth of data and use this to drive improvements in patient care and outcomes. Quality improvement has often involved the collection of data via manual audit, a time-consuming process with data fed back from small sample sizes over a short time period. In contrast, a data analytics approach enables data collection from larger sample sizes to be automated and for data to be presented in a way that is easy for staff to access and interpret.

This article discusses the benefits and challenges of a data analytics approach as well as the resources required, the importance of stakeholder involvement, the setting and review of key performance indicators and how to optimise data presentation to achieve the greatest effect.

Impact of the FNF Scholarship

When I applied for an FNF Scholarship in 2019, I was in a newly implemented role as a Divisional Nurse Information Officer once a week whilst acting as a Clinical Practice Educator for the remaining 4 days. FNF's reputation and my desire to become a digital leader led me to apply for the Scholarship.

The original focus for my FNF Scholarship QI project and publication was the proposed rollout of 270 procured Care Plans within the Trust. This focus changed over my year on the FNF Scholarship for many reasons including redeployment during the Covid-19 pandemic and the constantly evolving digital advancements and pathways. My focus instead changed to the use of data analytics

to drive change and the impact this can have on the use of available education resources more efficiently. This included the education element of the care plan rollout but expanded to the use of data to drive education and digital engagement in the nursing workforce as a whole.

The FNF Scholarship provided me with mentorship not only for the Scholarship itself, but also enabled me to develop leadership skills for use during the Covid-19 pandemic. I had the pleasure of being mentored by Professor John Newton who at the time was the Director of Health Improvement at Public Health England. He was pivotal in enabling me to develop skills in the use of data analytics to show current status and drive change. The peer support during this time also helped me to develop as a leader and I maintain these connections today.

Impact So Far and Next Steps

I now lead a newly developed team of Digital Clinical Practice Educators at Imperial College Healthcare NHS Trust who use the data analytics approach to provide training. In addition, I presented the data analytics approach to education at the International Cerner Conference in 2021. I have also been contacted by CNIOs from other Trusts to gain insight on the data analytics approach to digital education.

Using my experience of the publication process, I have been able to support my team to publish their own article 'Improving nurses' digital literacy and engagement with digital workflows through a data-driven education model'. This is now available on the Nursing Management Journal website with RCNi (DOI.10.7748/nm.2023.e2113). I continue to develop the data-driven approach to digital education and aim to share this model with other Trusts and clinical professions.

Additional Information

Donna has been Deputy Chief Nurse Information Officer at Imperial College Healthcare NHS Trust since 2021. Ever since becoming a newly qualified nurse she wanted to strive for excellence in nursing care and was fortunate to have positive role models to shape her practice.

As Donna's career progressed she enjoyed teaching her colleagues on a daily basis, and then moved into a Clinical Practice Educator role at Imperial College Healthcare NHS Trust, a role she loved and stayed in for over 8 years.

Within her educator role Donna witnessed the roll out of the Trust EPR system and witnessed first-hand the pressures and frustrations of frontline staff. This is how she moved into the digital sphere, frustration with a system that did not always offer the best solutions.

FLORENCE NIGHTINGALE FOUNDATION

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