

# 2023/24 Scholar Conference

**Welcome from Professor Greta Westwood CBE, Florence Nightingale Foundation CEO**

On behalf of the Florence Nightingale Foundation, I warmly welcome our scholars, sponsors and mentors to our Scholar Conference and the Presentation of Certificates Ceremony for 2023/24 Scholars.

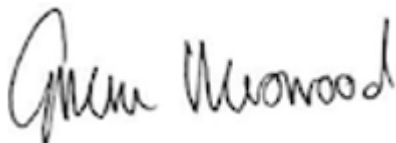
I would like to take this opportunity to thank our sponsors. Without your support we simply would not be able to continue to provide these most valuable scholarship opportunities that ultimately make a difference to patient and health outcomes, and of course your careers.

Thank you also to our mentors. You give up your precious time to support and guide the scholars throughout their scholarship year and often beyond.

Today, of course, is about the successes of our scholars. Thank you for your commitment to this scholarship, to be your best. You are true role models for our professions. Just incredible. To each one of you, huge congratulations. You now become part of our Florence Nightingale Foundation Alumni network.

I look forward to working with you to support future scholars, our programmes and the FNF Academy.

Thank you,



**Professor Greta Westwood CBE PhD Registered Nurse – Chief Executive Officer**

## Agenda

Timing	Agenda/Activity
1030	Arrival tea, coffee, and Registration
10:45	<b>Welcome &amp; House Keeping</b>  Host: Becky Thomas, FNF Leadership Development Facilitator
10:55	<b>Welcome Address</b>  Professor Greta Westwood CBE, PhD, RN, FNF CEO Simon Gillespie OBE, FNF Chair
11:10	<b>Keynote Speakers</b>  Sue Tranka, Chief Nursing Officer, Welsh Government Helené Donnelly OBE, Head of Safety Culture, Nuffield Health
11:40	<b>Address from Chief Nursing Officers</b>  Maria McIlgorm, Chief Nursing Officer for Northern Ireland Georgina Bassett, Deputy Chief Nursing Officer Chief Nursing Office Nursing and Midwifery Policy Development Unit, Dublin.  <b>Recorded Addresses:</b>  Duncan Burton, Chief Nursing Officer for England Anne Armstrong, Deputy Chief Nursing Officer at The Scottish Government
12:00	<b>Fundraising</b>  Clementine Kumar, FNF Fundraising Manager
12:05	<b>Lunch - Opportunity for Photos</b>
12:50	<b>FNF Updates</b>  Raluca Oaten, FNF Research and Policy Associate Natasha North, FNF Director of Academy
13: 00	<b>Scholar Presentations and Q&amp;A Breakout Room</b>
13:05	<b>Scholar Presentations and Q&amp;A Session 1</b>

	<p>Breakout Rooms with Scholar Leads</p> <p>Room 201: Emerging Strategic Group 1- Peter  Room 202: Emerging Strategic Group 2- Jess  Room 203: Established Group - Becky and Afia  Room 303: Senior/Global Group – Greta, Natasha and Lynne  Main Hall: Digital -Debbie and Anna</p>
<b>14:10</b>	<b>Coffee and Cake Break- Opportunity for Photos</b>
<b>14:30</b>	<p><b>Scholar Presentations and Q&amp;A Session 2</b></p> <p>Breakout Rooms with Scholar Leads</p> <p>Room 201: Emerging Strategic Group 1- Peter  Room 202: Emerging Strategic Group 2- Jess  Room 203: Established Group - Becky and Afia  Room 303: Senior/Global Group – Greta, Natasha and Lynne  Main Hall: Digital -Debbie and Anna</p>
<b>15:30</b>	<p><b>Graduation Presentation and Awarding of FNF Scholar badges – Photos</b></p> <p><b>Awards presented by:</b></p> <p>Calling of names:  <b>Professor Greta Westwood</b>, FNF CEO  <b>Natasha North</b>, FNF Director of Academy</p> <p><b>Dame Yvonne Moores</b>, FNF Patron  <b>Maria McIlgorm</b>, Chief Nursing Officer for Northern Ireland  <b>Sue Tranka</b>, Chief Nursing Officer, Welsh Government</p>
<b>16:30</b>	<p><b>Welcome to the Alumni - Membership</b></p> <p><b>Jess Sainsbury</b>, FNF Head of Nursing &amp; Midwifery Engagement  <b>Nadege Mbayi</b>, Membership and Alumni Officer</p>
<b>16:45</b>	<p><b>Closing Address</b></p> <p><b>Professor Greta Westwood</b>, FNF CEO</p>
<b>17:00</b>	<b>Networking and Celebratory drinks</b>

## Graduating Scholars of 2023-2024

<b>Emerging Strategic Group One</b>	
Abbey Griffiths	Velindre NHS Trust - Welsh Blood Service
Adele Durge	North Middlesex University Hospital NHS Trust
Benedict Ssentume	Oxford Health NHS Foundation Trust
Charlotte Leger	Guy's and St Thomas' NHS Foundation Trust
Chelsie Sills	King's College Hospital NHS Foundation Trust
Claire Davies	Portsmouth Hospitals University NHS Trust, Queen Alexandra Hospital
Claire Harris	Grange University Hospital(Aneurin Bevan University Health Board)
Deborah Foster	Leeds and York Partnership Foundation Trust
Emma Gendall	North Bristol NHS TRUST
Farrah Amjad	Tameside and Glossop Integrated Care NHS Foundation Trust
Jennifer Body	LISTER HOSPITAL - EAST AND NORTH HERTFORDSHIRE NHS TRUST
Kate McBride	Tyne and Wear Mental Health Foundation Trust
Mavis Ayer	University Hospital Southampton Foundation Trust
Mina Warden	University Hospitals Sussex NHS Foundation Trust
Nick Browning	North Bristol NHS TRUST
Rachael Brown	Nuffield Health
Rachel Newell	University Hospital Southampton Foundation Trust
Sarah Bain	NHS Lothian
Sophie Brew	Thorpe Hall Hospice
Stacey Martin	University Hospitals of Derby and Burton NHS FT
Susan Jeffreys	Royal Navy/JHUB Med
<b><i>Acknowledgment of those unable to attend:</i></b>	
Eleanor Willis	LISTER HOSPITAL - EAST AND NORTH HERTFORDSHIRE NHS TRUST
Tim Hardiman	4626 Aeromedical Evacuation Squadron
Clara Grimes	University Hospitals Bristol and Weston NHS Foundation Trust
<b>Emerging Strategic Group Two</b>	
Barry Morgan	Digital Health & Care wales
Bethany Kruger	Improvement Cymru, Public Health Wales
Christine Rhall	St Helens and Knowsley Teaching Hospitals NHS Trust
Deirbhle Breslin	MANCHESTER FOUNDATION TRUST , MANCHESTER ROYAL INFIRMARY HOSPITAL
Dionne Thompson	East and North Herts NHS Trust
Jo Neiland	St Gemma's Hospice

Laura Pullan	Sussex Community NHS Foundation Trust
Marion Waite	Oxford Brookes University
Nafiza Anwar	NHS North East London LMNS
Nisha Kumari-Dewat	The Royal Wolverhampton NHS Trust
Peter "Noah" Bliss	Barts Health NHS Trust
Philippa Reynolds	St Bartholomew's Hospital, Barts Health NHS Trust
Rachael Gardner	Queen Elizabeth the Queen Mother Hospital, East Kent Hospitals University NHS Foundation Trust
Racheal Hornby	Manchester University Foundation Trust, NHS
Rebecca Crooke	Southport and Ormskirk NHS Trust Hospitals
Renee Hall	Mid-South Essex Foundation Trust (MSE) - Basildon Hospital Site
Sadie Sullivan	University Hospitals Sussex NHS Foundation Trust
Sarah Homewood	The Norfolk and Norwich University Hospital NHS Foundation Trust
Sophie Mayes	Northampton General Hospital NHS Trust
<b>Acknowledgment of those unable to attend:</b>	
Hannah Baker	Sussex Community Foundation Trust
Sara Lucena Araujo	Digital Health and Care Wales
<b>Established Group</b>	
Anna Collins	The Royal Marsden NHS Trust
Aron White	Cardiff & Vale University Health Board
Claire Stocks	County Durham & Darlington Foundation Trust
Edit Galambos	Portsmouth Hospitals University NHS Trust, Queen Alexandra Hospital
Emma Scott	Department of Health
Farzana Baksh	The Royal Marsden NHS Foundation Trust
Gavin Shields	East London NHS Foundation Trust
Gergana Nikolova	NHS England
Hannah Little	NHS Bristol, North Somerset and South Gloucestershire CCG
Jason Flannigan-Salmon	NHS England
Joanna Keable	The Princess Alexandra Hospital Trust
Joanne Welsh	Mersey Care NHS Trust
Karen Cleaver	Southern Health NHS Trust, Northern Ireland
Katy Rennick	Department of Health, Northern Ireland
Kerry O'Reilly	Medway NHS FT Trust
Laura Ellis – Morgan	NHS Blood and Transplant
Linda Havard	Liverpool University Hospitals NHS FT
Lynn Calman	University of Southampton UK
Neesha Oozageer Gunowa	NHS England - East of England
Oluwaseyi Akinlaja	The Princess Alexandra Hospital NHS Trust
Sarah Halcrow	University Hospital Southampton NHS Foundation Trust

Sarah Leah	Penninecare NHS Foundation Trust
Sheena Keates	Portsmouth Hospitals University Trust (NHS)
Tosan Okubule-Kotey	King's College Hospital NHS Foundation Trust
Victoria Mulholland	NHS Lothian
Wayne Gilbert	The Wellington Hospital part of HCA Healthcare UK
<b>Acknowledgment of those unable to attend:</b>	
Michelle Samson	North Bristol NHS TRUST
<b>Senior Group</b>	
Aine Mcguinness	Mayo Clinic healthcare
Esme Blyth	Sheffield Teaching Hospitals NHS Trust
Felipe Castro Cardona	NHS England East Region
Hazel Powell	Swansea Bay UHB
Helen Challand	Royal Berkshire NHS Foundation Trust
Jane McDonald	University of Salford and Northern Care Alliance
Joanne Ward	The Princess Alexandra Hospital National Health Service Trust
Katie Prichard-Thomas	Royal Berkshire NHS Foundation Trust
Natasha Frith	The Wellington Hospital part of HCA Healthcare UK
Rabina Tindale	NHS Professionals- Wrightington, Wigan and Leigh NHS Foundation Trust
Richard Hughes	Cwm Taf Morgannwg UHB
Rohit Sagoo	University of Bedfordshire
Theo Luck	Nurse Leader
<b>Global Senior Group</b>	
Augusta Stafford-Umughele	Hywel Dda University Health Board
Daniel Johnston	Imprivata
Georgina Bassett	Department of Health Ireland
Rakel Og Guojon	The National University Hospital of Iceland
Karrie Long	The Royal Melbourne Hospital
Lilian Dodzo	Ministry of Health and Child Care, Zimbabwe
Paridhi Jha	Foundation for Research in Health Systems (FRHS)
Petrina Donnelly	Employing Organisation Royal College of Surgeons Hospital Group
Randy Occidental	Baguio General Hospital and Medical Center
Sharon Slattery	St. James's Hospital
Vandana Iqbal	Health Service Executive HSE
<b>Acknowledgment of those unable to attend:</b>	
Trixie McAree	NHS England - East of England
Andy Jones	Cardiff & Vale University Health Board
Duncan Burton	CNO of England
<b>Honorary awarding to 2022-2023 FNF Senior Scholar</b>	
Gillian Knight	Welsh Government

## Speaker Bios



### **Professor Greta Westwood CBE, Chief Executive Officer**

Greta Westwood qualified as a nurse in 1983 and a midwife in 1987. She completed an MSc in Health Psychology in 1996 and a PhD in Nursing in 2010. Greta held a joint post (2012-2017) with Portsmouth Hospitals NHS Trust and the University of Southampton as Director of Clinical Academic Practice for the university and NIHR Collaboration for Leadership in Applied Health Research and Care (CLAHRC) Wessex. She led the university's clinical academic training programme for nurses, midwives and allied health professionals and was promoted to Professor for this work. Greta joined the Florence Nightingale Foundation in 2017 as the Chief Operating Officer and has been the CEO since September 2019. Greta is a proud Registered Nurse and a Florence Nightingale Foundation Alumna (2012 Leadership Scholar). Greta was awarded a CBE in the New Year Honours List 2021 for services to Nursing and Midwifery.



### **Simon Gillespie OBE – FNF Chair**

Simon Gillespie brings extensive experience as a highly successful trustee/non-executive Chair and Board member of national and international organisations, as well as an experienced CEO – most recently he was an award-winning Chief Executive at the British Heart Foundation.

Simon also has significant senior experience in large medical research, health and care charities, regulation and the Royal Navy.

Simon is currently a Specialist Advisor to the World Health Organization (Europe) and a Special (voluntary) Sergeant in Cheshire Police. In 2019 he was recipient of the Officer of the Order of the British Empire “for services to patients and to medical research”.

His connection to nursing and midwifery professions is personal as well as professional: Simon's wife was a nurse and he has seen first-hand the difference that quality nursing care can make to people in difficult moments.



### **Dame Yvonne Moore DBE – FNF Patron**

Dame Yvonne Moors qualified as a nurse and midwife in Southampton prior to ward sister appointments in Winchester and London.

Whilst in Winchester, she attended a King's Fund nurse leadership programme which impacted on her expectations and subsequent career.

She held nurse leadership positions in London and Manchester before her appointment as Chief Nursing Officer for Wales. After six years in the Principality, she moved to Scotland to take up the corresponding position north of the border. In both positions, her focus and that of her team was on increasing the influence of nurses and the development of clinical practice through nurse strategies agreed with both Governments. Her move back to England coincided with the Chief Nursing Officer post and that of the Director of Nursing for the NHS falling vacant and she was appointed to both posts, the former being based in London and the latter in Leeds. She also held the added brief for Quality in the NHS.

As Chief Nursing Officer, she kept in touch with clinical developments through her Practice Advisory Group which comprised nurses drawn from a variety of clinical settings. She also continued her practice of working as a staff nurse for a week each year in a hospital or community setting. Much was achieved for nursing and midwifery during her seven year tenure at the Department of Health but she also secured ministerial commitment to the first ever Quality Framework for the NHS. The resultant First Class Service white paper led directly to the introduction of Clinical Governance, NICE and the Commission for Health Improvement subsequently renamed as the Care Quality Commission. With strong ministerial backing she was able to extend the role of nurses including Nurse Prescribing and the creation of NHS Direct. Upon her retirement, Yvonne was appointed as Pro-Chancellor and Chair of the Council of the University of Southampton.

During her six year term of office, she held the position of Deputy Chair of the Committee of University Chairs and was also a member of the Leadership Foundation for Higher Education which was tasked with ensuring the future leadership capacity in Higher Education. She subsequently served as a Pro-Chancellor at Bournemouth University for eight years.

Honorary degrees were conferred on her by Southampton, Bournemouth, Bradford, Huddersfield, Central England, Portsmouth, Northumbria and De Montfort Universities along with honorary fellowships from the University of Wales College of Medicine, the Queen's Nursing Institute and the Faculty of Public Health.



She is a Companion of the Institute of Management. Appointed in 2004 as the first female Non-Executive Director of the National House Building Council, Yvonne eventually served for eleven years as Chair of the Trustees of the Company's Pension Fund.

Dame Yvonne has a longstanding commitment to Global Health. Whilst chair of WHO's Global Advisory Group on Nursing in Geneva, she helped ensure that strong nursing resolutions were passed by the World Health Assembly. From 2004 to 2014, she was a Non-Executive Director and eventually Vice Chair of Poole Hospital NHS Foundation Trust and was in a position to assist in the creation of the Poole Africa Link which fosters health care and education initiatives in South Sudan and Uganda. Since its inception in 2001, Dame Yvonne has travelled to Thailand each year in her capacity as an international advisor to the Princess Srinagarindra Foundation which selects the "World Nurse of the Year".

She is currently the Chair of the Interim Steering Committee of the Wessex Global Health Network which aims to assist academics and NHS professionals in the region to impact maximally on the health of the world's population. In 2017 she was the sixth recipient in 25 years of Sigma Theta Tau's International lifetime Achievement Award in recognition of her "extraordinary contribution to the health and wellbeing of world citizens"



### **Helené Donnelly OBE**

Helené was appointed in 2013 to act as NHS Ambassador for Culture Change and pioneered the Freedom to Speak Up Guardian role to support staff to raise concerns, ensuring the voice of the frontline is heard clearly at a senior level within organisations.

Helené previously worked in the A&E department at Stafford Hospital and following her experience and difficulties in trying to raise concerns there, she was a key witness at the Public Inquiry held by Robert Francis QC into the Mid Staffordshire NHS Foundation Trust.

Helené is a registered Nurse Practitioner, with over twenty years of experience working in the NHS and Social Care, primarily in emergency care. As Ambassador for Cultural Change, Helené had clear remit from NHS Trust Boards to act freely and with complete autonomy from the management team as another route for issues of concern to be raised at the highest level. Proactively gathering feedback about staff wellbeing, cultures and what barriers might prevent staff from raising concerns and delivering quality services.

Helené acted as an advisor in Sir Robert Francis' Freedom to Speak up Review (2015). She has advised the DHSC, NHS England, NHSI, CQC, RCN, and the NHS Confederation. She has worked with the NMC to develop improvements in raising concerns/duty of candour and witness liaison and is a member of the NMC Professional Strategic Advisory Group. She has also worked

with Protect and Health Education England (HEE) to develop national raising concerns training, subsequently implemented by the National FTSU Guardians Office (NGO).

She advised the CQC on the implementation and development of the National Independent Freedom to Speak Up Guardian Office established in 2016, and local Guardian roles across the NHS as recommended by Sir Robert Francis. She continues to support the NGO and national FTSU training to Guardians and Champions.

In addition, Helené has worked with the NHS National Institute for Health Research as an advisor to the University of Birmingham, Cardiff University, University of Surrey and King's College London on the FTSU Guardian national research project. Helené has held Honorary and Visiting lecturer roles to the Universities of Manchester, Salford and the MOD respectively. In 2020/21 she was asked to act as an expert adviser to the Corruption Economic Crime Branch of the United Nations Office of Drugs and Crime (UNODC) regarding whistleblower protection in the health sector. In 2021 she appeared at the Health & Social Care Select Committee advising on Workforce burn out and bullying. She worked with Protect to produce a national guide for employers on responding to victimisation, alongside Sky, NHS Digital, Wellcome Trust, Natwest Banking Group, Oxfam et al. Helené is a member of the advisory board for Patient Safety Watch and in 2022 she advised the Ockenden independent maternity review. In 2022 Helené also commenced a FTSU research project with Staffordshire University.

In 2022 Helené was appointed National Head of Safety Culture for Nuffield Health the UK's largest healthcare charity. Additionally, she continues to advise and support the NHS, the government and relevant stakeholders on the importance of embedding and sustaining positive cultures, where staff are genuinely encouraged and enabled to speak up and voice concerns to protect staff, patients and the public.

Post Letby verdict Helené was asked by England's CNO to support the new leadership team at the Countess of Chester NHS Foundation Trust. She continues to work with Trust in developing and enhancing safe, effective speaking up and learning cultures.



**Alison McCourt CBE Nuffield Health**

Alison is the current Director of Clinical Services at Nuffield Health. She has had a distinguished career in the British Army and as part of the senior NHS England and Improvement team responding to the COVID pandemic, her achievements include:

Deployed to Bosnia, Kosovo, Iraq, and Sierra Leone as a British Army nurse, commanded 22 Field Hospital (the UK's military hospital at high readiness to be deployed anywhere in the world) and awarded an OBE for her role to combat the Ebola crisis in October 2014 in Sierra Leone

Alison was promoted to Colonel and the Head of Health Strategy in December 2015, with responsibility for all healthcare governance in the British Army and Chief Nursing Officer in 2018 and awarded a CBE for her leadership of military nursing.

Alison has continued to support NHS England and Improvement as the Deputy Chief Operating Officer, reporting directly to current NHS England Chief Executive Amanda Pritchard throughout the first 18 months of the pandemic, during this time was awarded the Outstanding Contribution award at the 2021 Women in Defence Awards.



### **Duncan Burton CNO England**

Duncan decided he wanted a career in nursing aged 15. He was appointed Deputy Chief Nursing Officer for England in April 2021 and his portfolio includes IPC, Maternity, Children and Young People and Nursing Workforce.

Duncan held two Director of Nursing roles, at Kingston Hospital NHS Foundation Trust, and then Frimley Health NHS Foundation Trust before his appointment as Regional Chief Nurse, South East England, and Director of International Nurse Recruitment for NHS England/Improvement.

Prior to joining Kingston Hospital, Duncan was Deputy Chief Nurse at University College London Hospitals (UCLH), having held a number of posts at UCLH including Charge nurse within the acute admissions unit, Modern Matron for Infection & Pathology, Divisional Senior Nurse for Emergency Services and Head of Nursing for Medicine. He has also worked in respiratory medicine and neurology at the Royal United Hospital, Bath and trained to be a nurse at the University of Wales, Swansea.

Duncan holds a Bachelor of Nursing (Hons) degree and a master's degree in Healthcare Practice.



### **Rachel Kenna**

Rachel Kenna is Chief Nursing Officer in Ireland and is a Florence Nightingale Leadership Scholar for 2021. She is a Registered Children's and General Nurse (RCN/RGN) and has extensive clinical and managerial experience spanning 29 years in both in Ireland and the UK. She has worked as a Deputy Chief Nursing Officer in the Department of Health since 2018. Her primary area of responsibility was nursing policy in patient systems and clinical governance. She previously held the Director of Nursing post in Ireland's largest children's hospital, Children's Health Ireland at Crumlin.



### **Georgina Bassett**

Georgina is a Deputy Chief Nursing Officer (DCNO) in the Department of Health, Ireland. She is an experienced nurse leader providing strategic leadership and expert policy direction to support government health policy and the Sláintecare reform programme through maximising the contribution of nursing and midwifery to achieving health goals.

Georgina is a former Honorary President of the Irish Association of Directors of Nursing and Midwifery (IADNAM) affording her a wide and expert knowledge of nursing and midwifery across all services and a broad leadership experience at a national level. She is also a qualified coach with an Advanced Diploma in Personal, Leadership & Executive Coaching. She holds an MSc in Healthcare Management and a post-graduate Diplomas in Gerontological Nursing and Business Studies. She was formerly a Project Manager in Older Persons Policy Development in the Department and prior to that, a Director of Nursing in HSE Older Person Services, South East Community Healthcare SECH.

Georgina has coordinated several international learning engagements and has worked across national expert and steering groups involved in developing policies, programmes, models and

frameworks to support nursing and midwifery leadership and practice. She is fully committed to the development and implementation of policy that will enable nurses and midwives to fully contribute to healthcare design, delivery and improvement by using their full scope of practice. Georgina is an advocate and an activist for healthcare leadership development across services and believes that nurses and midwives are key innovators and implementers in bringing about improvements in patient care outcomes and experiences.



**Sue Tranka**

A 2021 Florence Nightingale Foundation Scholar, Sue Tranka is a nurse and NHS Trust Manager in the NHS in England and is now the Chief Nursing Officer - Nurse Director NHS Wales in the Welsh Government. She has been the Deputy Chief Nursing Officer for Patient Safety and Innovation at NHS England and Improvement since January 2020 and has held the Director of Infection prevention and control role leading the national team in their response to supporting guidance development, implementation and remobilisation of NHS services. Protecting staff and patients from nosocomial transmission of Covid has been a key focus of her work since the start of the pandemic. Sue has 30 years of experience in nursing and has spent the last 23 years working in the National Health Service. Sue trained as a midwife, registered general nurse, mental health and community nurse.



**Anne Armstrong**

Anne Armstrong is the Chief Nursing Officer for Scotland and responsible for outstanding highly visible and credible leadership clearly articulating the vision for nursing and care in Scotland. Leading by example is essential to principles of the national performance framework are embedded in practice achieving cross departmental working with Scottish Government and wider key stakeholders to effect positive change and improvement.

Previous senior leadership roles include Executive Director of Practice Development in Lanarkshire Primary Care Trust. A role that incorporated Executive Nurse Director to the Board. Other senior roles included Non Executive Director to the NHS Lanarkshire Board as chair of the Area Clinical Committee and Nurse Director within the North Lanarkshire Health and Care Partnership.

All have provided an opportunity to lead Scotlands Nurses in the development and delivery of evidence-based person centred care in line with the needs of the population.

Anne is a family-orientated person and enjoys spending time with family and friends.



### **Maria McIlgorm**

Maria McIlgorm is the Chief Nursing Officer for Northern Ireland. She took up the most senior position in nursing in March 2022 having worked as a professional advisor within the Scottish Government. She has worked in the NHS for nearly 30 years having initially trained and worked as a general nurse in Drogheda, Co Louth before moving to London to train as a midwife. She spent several years working in London in many different roles prior to moving to NHS Scotland. In 2003 she was appointed as the Chief Midwife/Nurse for Women's Services within the Women's and Children's Directorate of NHS Lothian. In 2012 her role was extended to include the Directorate of Neurology and Neurosciences. In 2015 she moved to the role as the Chief Nurse for Edinburgh Health and Social Care Partnership at the beginning of Health and Social Care Integration in Scotland. Maria has extensive leadership, management, and strategic experience working across the life span of care within acute and community settings across Health and Social care.

## Meet Team FNF



### **Dr Natasha North, Director of Academy, FNF**

Natasha qualified as a nurse in 1991 and holds a PhD from the University of Cape Town, where she is an Honorary Associate Professor with the Harry Crossley Children's Nursing Development Unit. She has led innovative and high-impact leadership and teaching programmes in the UK and Africa in the fields of healthcare quality improvement and evidence-based practice. She has worked in various senior leadership roles to build and sustain high impact programmes and partnerships, and to improve the quality of health and care at scale.

Natasha started her career as a student nurse at the Royal London Hospital, going on to practice in the hospital and community. Her career spans significant roles at the University of Manchester, The Health Foundation, The King's Fund, and the UK Department of Health. Her extensive experience is underpinned by a PhD in nursing workforce development, emphasising her deep commitment to enhancing personal and professional growth in nursing and midwifery.

As an Associate Professor at the University of Cape Town, Natasha has led a transformative programme that empowered nurse leaders across Africa to elevate their practice through implementation science and change leadership.

Natasha's career experience spans policy development, research, education and practice development. She has partnered with colleagues and collaborators in more than 12 countries. Since September 2023 she has been working as an FNF Global Faculty Associate to lead FNF's work supporting nurse and midwife leaders in Kenya.



### **Becky Thomas, Leadership Development Facilitator, FNF**

Becky Thomas is a recognised nurse leader and she joins FNF as a Leadership Development Facilitator. You might know her as the host and founder of the Leadership Log Podcast, the creator of #High5Friday, and an active Florence Nightingale Foundation (FNF) Champion and Alumni Member.

A Proud Nurse. Passionate about making a difference. Disruptor. Interested in leadership, human factors, safety science, behaviour and culture, entrepreneurship and digital. Becky has been studying Psychological Safety and is passionate about championing and supporting building and maintaining psychological safety in teams across the professions.

A creative, innovative, and enthusiastic individual with a great passion for nursing and is motivated to improve standards of dignity and care for patients and promote the professional identity of nursing. Having 28 years of experience within a wide variety of services, has provided her with comprehensive, highly specialised, and detailed professional knowledge.

Described as having an authentic appreciation of the needs and experiences of staff delivering direct care, with high energy levels and enthusiasm for leadership and quality improvement which is extremely motivating for the staff she engages with. She has the insight to know that she can always learn and enjoys gaining knowledge and sharing best practice. A self-confessed geek. Apple Fan Girl. Vinyl Junkie. Book Nerd. Mountain Biker and Dog lover. She is also, generally, very active on X as [@CuriousBecks](#).



### **Peter Roxburgh, Leadership Development Facilitator FNF**

Peter has a passion for helping people become truer versions of themselves. Having done his BSc in Management from LSE and then an MSc in International Marketing from Strathclyde University, he has gone on to gather a broad range of experience, having overseen marketing, finance, HR, IT, Admin, software projects, impact & evaluation, social entrepreneurship and L&D design and delivery for offices in the US, UK, Netherlands, India and Bangladesh.



A significant portion of his leadership growth came as CFO for an anti-trafficking organisation that grew from 68 staff (\$700,000) to 350 staff (\$11m) in 3 years, with offices in 5 different countries. The charity had a medical team of doctors and nurses who supported survivors of trafficking. He has designed and delivered a variety of leadership development programmes for organisations such as WHO, Tesco, Ericsson, PWC, Boston Scientific, IFC, and numerous others, delivering for teams across the globe.



### **Debbie Preston Head of Nursing and Midwifery Leadership Development**

Debbie is a dedicated nursing professional and the Head of Nursing and Midwifery Leadership Development at the FNF Academy. With a robust clinical background in intensive care nursing, Debbie has honed her expertise as an Extracorporeal Membrane Oxygenation (ECMO) Specialist and an Adult ECMO Transport Retrieval Nurse at the University Hospitals of Leicester.

Her career path includes a role as a Practice Development Sister within Critical Care, where she then expanded her focus to clinical leadership development. Debbie has led organisation-wide initiatives in areas such as overseas recruitment and induction, preceptorship, and clinical continuing professional development (CPD) modules in collaboration with higher education institutions. She has also been instrumental in advancing the Professional Nurse Advocacy Service at trust level.

Throughout the COVID-19 pandemic, Debbie maintained her clinical responsibilities as a respiratory specialist in Critical Care and High Dependency units. Simultaneously, she continued to foster clinical leadership development for frontline staff within the Trust's School of Nursing.

She is an accredited Leading and Empowered Organisation (LEO) Facilitator, and within her role as a leadership facilitator Debbie has been praised by the Royal College of Nursing for her unwavering commitment to supporting clinical leaders and delivering impactful leadership programs during the pandemic.



### **Clementine Kumar, Fundraising Manager, FNF**

Clementine has worked in Senior Fundraising positions for well-known UK charities with causes spanning Health, Children and Animals. She later went on to fulfil her dream of ‘owning her own business’ by growing a successful IT Recruitment Agency from scratch.

Being a true businessperson, Clementine feels the work of the Florence Nightingale Foundation is something that should be celebrated by brands right across the globe, and she is going to make it her mission to reach the public through wider Corporate Engagement and a variety of Strategic ESG campaigns.



### **Jessica Sainsbury – Head of Nursing and Midwifery Engagement**

Jess is a registered Adult and Mental Health Nurse and has worked in community Older Persons Mental Health services and Education as well as having former career in Human Resources. Jess joined #TeamFNF in 2021 as a Research and Policy Associate and has led the Student Councils Programme in the South East of England with support from Health Education England (South East).

Her special interests include clinical supervision, professional use of social media and shared professional decision-making. With extensive experience of advocating for and shining a light on student and early career nurses and midwives, Jess is passionate about promoting and sharing opportunities for all with an aim to increase the number of nurses and midwives at decision-making tables at a local, system, regional, national and international level.

Jess is a Professional Nurse Advocate and has been chair of our Clinical Supervision Subject Expert Group since its establishment in 2020. She also delivers professional use of social media and networking sessions virtually and in-person.



**Nadege Mbayi, Membership and Alumni Officer, FNF**

Nadege Mbayi joined FNF in November 2023 as our Membership Coordinator and has recently taken up the post of Membership and Alumni Officer.

She provides administrative support for FNF Academy Membership, Events, Communication and Marketing and Fundraising.

She has a background in office support within the private sector and charities and is thrilled to have joined the FNF team.



**Gabrielle Lawal, Scholarship and Global Programme Manager**

Gabby is a dedicated Programme Manager at the Florence Nightingale Foundation, where she leads the execution of multiple programmes, scholarships, and global initiatives. She has a wealth of knowledge working within the medical sector, having started her career as a Medical Administrative Receptionist at The London Clinic on Harley Street after completing her BA Hons degree at UCL. Gabrielle also has a diverse background working in litigation as a previous Junior Litigation Executive.

As a Programme Manager at the Florence Nightingale Foundation, Gabrielle has led the execution of multiple programmes, scholarships, and global initiatives. With a strong commitment to advancing nursing and healthcare education, Gabrielle employs her expertise in project planning, stakeholder engagement, and resource management to drive impactful projects that foster professional development and enhance the quality of care. Gabrielle's strategic vision and leadership have been instrumental in promoting the Foundation's mission, ensuring the successful delivery of initiatives that empower healthcare professionals worldwide. Passionate about making a difference in the nursing community, she is dedicated to supporting the next generation of healthcare leaders.



**Anna D'Angelo, Events Manager, FNF**

Anna has extensive experience facilitating and organising virtual, hybrid, and in person events for both charitable and not-for-profit organisations. She looks forward to creating unique opportunities for FNF community members to meet fellow colleagues and new friends, and to come away from events feeling engaged, inspired, and supported.

Anna received her Masters Degree in Arts Education and in her spare time enjoys singing, being in nature, and spending time with family and friends.



**Jane Lennon, Communications and Marketing Manager, FNF**

Jane is responsible for managing all things related to communications and marketing at the Florence Nightingale Foundation, particularly ensuring we share the stories and impact of the fantastic work being done across the organisation, with our nurses and midwives.

She has over 20 years experience working for not-for-profit and charitable organisations, with a particular focus on health.

An experienced communications professional, Jane has extensive experience in leading and collaborating internally and externally on a variety of communication projects across traditional and digital channels.

Jane joined FNF in October 2022 and is excited to build the charity's profile and shape its narrative as we work towards the ambitious plans for growth, nationally and globally, in the new five year strategy.



### **Raluca Oaten, Research and Policy Associate, FNF**

Raluca is a Research and Policy Associate with FNF. She is an MSc Adult Nurse in Intensive Care having qualified from Oxford Brookes University with distinction and 100% in her Master's Dissertation. Raluca's nursing background is in Intensive Care, having also achieved her Post Graduate Certificate in Critical Care and continuing to work clinically supporting critically unwell patients.

Raluca's nursing degree has been an ideal driver for excellence where she developed an interest in research. She completed a Clinical Researcher secondment with Biomedical Research Centre (BRC) / National Institute of Health and Care Research (NIHR) investigating the experience of acutely unwell patients in using remote consultations. Moreover, Raluca held the first Research Champion role in the Intensive Care Unit, supporting discussions of research being imbedded in everyday practice.

Raluca complements her career portfolio by teaching as an Associate Lecturer in Adult Nursing, alongside being a trustee for the Council of Deans of Health, the member charity that represents the voice of higher education institutions which offer healthcare programmes.

Raluca's commitment to change patient's experience has been recognised and awarded the Edith Cavell Star Award, and her previous work has been recognised nationally and internationally (finalist for RCNi Award, Student Nursing Times Award and Global Challenge@Said School, University of Oxford).

Raluca joined the Policy and Influencing team at FNF in 2024 and her vision is to support the Foundation's ambition of raising the voice of the nursing and midwifery professions in influencing policy.



### **Lynne Jevons- Fellows Scholarship Coordinator**

Lynne has trotted and worked across the globe to include Canada, Germany, and England gaining a strong skillset of customer services, sales, promotions and administrative work in finance, charities, a wearer of all hats whilst running her own chocolate business and most recent working for the NHS. Working in both the Community Trusts and the Acute side of the

NHS Lynne has witnessed first-hand how incredibly hard the nurse's work. She has the outmost respect and admiration for nurses and truly believes it is a calling.

Travelling to new places, plenty of laughter, family time and lots of live music is what keeps Lynne smiling brightly!



### **Charlie Scarlett- Smith Global and Scholarship Coordinator**

Charlie has a background in management within General Practice and has a passion for charity work. She earned a First Class in her BSc (Hons) degree and is excited to join the FNF Team.

In her spare time, Charlie enjoys drawing and spending time with friends and family



### **Afia Julius, Academy Coordinator, FNF**

Afia joined FNF in November 2023 as an Academy Coordinator.

In addition to earning an MSc in International Development from the LSE and a Postgraduate Certificate in Forced Migration Studies from the University of Oxford, Afia possesses practical experience in navigating complex charity sector projects, dynamic operational environments, and intricate data requirements. Her daily objective revolves around creating a positive impact within the community through her work, both within and beyond the charity sector.

Before joining the Florence Nightingale Foundation, Afia successfully managed and coordinated a council-funded project that provided infrastructure support and capacity building to the Voluntary, Community and Faith based sector throughout a London Borough. She also supported initiatives in managing renewable energy projects in emerging markets. Afia's commitment to overcoming challenges to assist others is further underscored by her firsthand experience with complex humanitarian emergencies. Notably, she contributed to World Vision International's response in South Sudan during the height of the civil war.