

**FLORENCE
NIGHTINGALE
FOUNDATION**

#FNFStudents

FNF Students' Day 2025



Student Briefing

FNF Students' Day and Florence Nightingale Commemoration Service

FNF Students' Day 2025

On behalf of us all at #TeamFNF we are delighted to welcome you to our annual FNF Students' Day. You have been selected to represent nursing and midwifery students from across the UK and beyond for this prestigious event! Do share your day with your peers and encourage them to get involved!

You are invited to join us from 10:30 on 12 May and we will be starting promptly at 11:00. As you can see, we have a jam-packed agenda for the day. During the morning session, you will be welcomed by our CEO Professor Greta Westwood and representatives from our sponsors Anglia Ruskin University and HCA Healthcare UK.

Following this, you will experience two workshops led by the FNF Policy and Influence Team and our special guests. The afternoon session will include a keynote speech from Curious Becks, two panel sessions, and experience networking with members of the wider #TeamFNF community.

The day will end with attendance at the Florence Nightingale Commemoration Service at Westminster Abbey. As this is a formal event and there is limited opportunity or facilities to change, please attend the whole day in your formal daytime dress (hats are not required). You may wish to bring a pair of more comfortable shoes to travel to the Abbey.

We hope you leave the day feeling motivated, inspired, and with a strong sense of the immediate and unique contribution you can make as nursing and midwifery leaders. We are thrilled that you will be joining us.

At FNF we actively encourage the use of social media and we know how special it is to find 'your people', so we've created a WhatsApp group for you. To join, please scan the QR code below.

Please find a detailed programme and FAQs in this booklet. If you have any questions please do not hesitate to get in touch.

Best Wishes,

Jess & Team FNF



Agenda

Time	Item
10:30	Arrivals and networking
11:00	Housekeeping
11:05	Welcome from the Florence Nightingale Foundation
11:15	Welcome from Anglia Ruskin University
11:25	Introduction to Student Co-Hosts and Special Guests
11:30	Workshop 1: Preceptorship To determine students understanding of preceptorship and identify the content and support they desire to be included in a preceptorship programme
12:10	Empowering Early Careers: Insights and Inspiration
12:40	Workshop 2: Practice Learning To assess students understanding of reasonable adjustments, identify the key elements that support an inclusive environment, and explore potential barriers to inclusion
13:20	Lunch and networking
14:00	From Silence to Safety: A Student's Guide to Speaking Up
14:45	Shining a Light on diverse pathways
15:25	Break (ARU, HCA & Military students to head to Westminster Abbey)
15:40	Panel question and answer session
16:00	Reflection and closing address
16:10	Networking
16:30	Travel independently to Westminster Abbey for Commemoration Service

Social Media and Comms

Social media

We want to make some noise about the day on socials to highlight you all as nurses and midwives of the future. Please come ready to share your photos and thoughts on whatever social platform you are on. Just use the hashtag #FNFStudents and tag FNF so we can engage and amplify your voice.

We may even use some of your photos in our own communications and follow-up! Remember, on X and Instagram we have a 'main' FNF account AND an 'Early Careers' account, so please tag both!

The overall theme of the day is focused on leadership and speaking up – so consider this in your posts but don't be restricted by it.

Video clips

Our Head of Communications and Marketing, Jane Lennon, will be looking for volunteers on the day to take some very short videos to record your thoughts (again focusing on the theme of leadership and speaking up) and share on our socials. So do look out for her if this is something you would be interested in. Jane can support you with tips and guidance but the main thing to remember is that there are no set rules!

Communications opportunity to encourage future students

We are always looking for stories from those in the FNF nursing and midwifery community. We want to share different experiences from a range of people in different roles and with different backgrounds, including our students! If you have been involved in something that you think would be of interest to others then please get in touch with us at:
communications@florence-nightingale-foundation.org.uk

Opportunity to Influence Policy

At the Florence Nightingale Foundation, we believe students are not just the future of the profession; you are key voices for change right now. Your insights and lived experiences are vital in shaping better, fairer, and more inclusive healthcare education and practice. This Students' Day gives you the opportunity to influence national conversations and help shape future policy.

The views and feedback you share during these workshops will directly inform two national pieces of work:

Workshop 1: Preceptorship

This workshop aims to determine what you, as students, would like to have included in preceptorship programmes as you transition into new areas of work. The session will involve table discussions around three main questions. The insights gathered from this workshop will contribute to FNF's Preceptorship Pulse Check 2025 report, which will be released in summer 2025.

Before you attend, please complete this short 5-10 minute Preceptorship Pulse Check Survey: <https://academy.florence-nightingale-foundation.org.uk/preceptor>
You can also scan the QR code to get to the link.



Workshop 2: Practice Learning for students with protected characteristics

In this session, we will explore the next phase of the review, with a particular focus on the practice learning experiences of students with protected characteristics and those who may require reasonable adjustments.

You will work in groups to discuss what reasonable adjustments mean to you and your peers. More importantly, you will identify the key elements that contribute to creating an inclusive learning environment and consider the potential barriers that may arise. We are pleased to be joined by colleagues from the NMC who are leading this work. Your views and insights will be captured in a session brief and shared directly with the NMC.

Optional pre-reading:

We're mindful of time and capacity, so this is not essential, but if you'd like to explore the topic further, the full NMC Practice Learning Review is available here:

<https://florence-nightingale-foundation.org.uk/nursing-midwifery-practice-learning-report>

Your Contribution Matters

You'll take part in table discussions led by facilitators, contribute your views using flip charts, and hear insights from peers across all four fields of nursing, midwifery, and nursing associates. Key stakeholders from the NMC, NHS England, Council of Deans of Health, and FNF will be in the room - listening and learning from you.

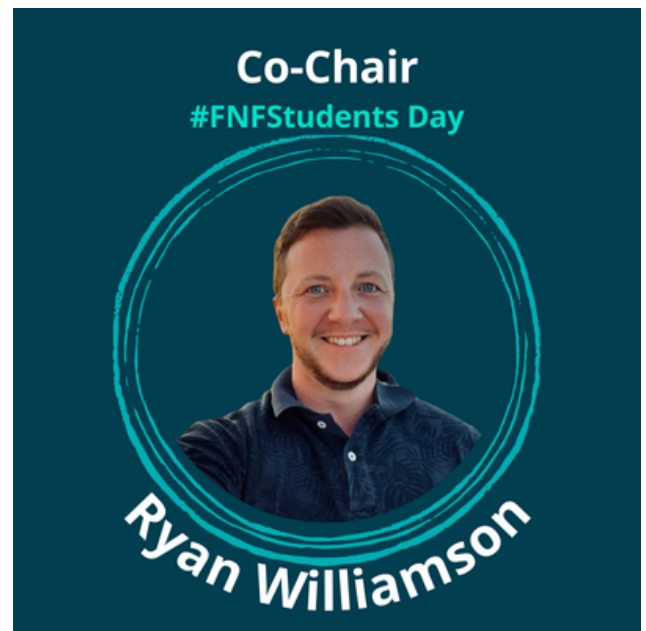
We're excited for you to bring your voice, your story, and your ideas.

Our Co-Chairs

Ryan Williamson

“Hi, I’m Ryan Williamson, and I bring over 15 years of comprehensive healthcare experience to my role as your Co-Chair of the FNF Students’ Day. My journey in healthcare began in Emergency Medicine when I was 18, and since then, I’ve developed extensive expertise across both acute and community settings.

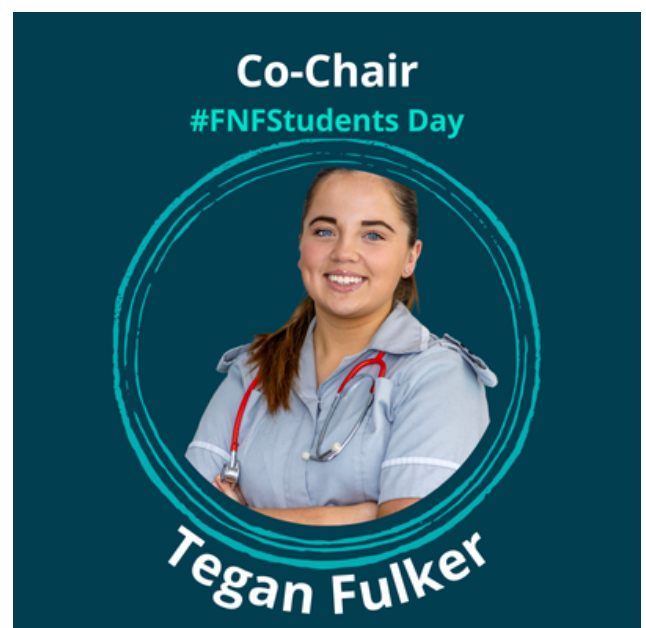
I am currently pursuing my Master's in Adult Nursing at Canterbury Christ Church University while maintaining my clinical practice in Emergency Care. I'm looking forward to engaging with fellow students and healthcare professionals at the FNF Students’ Day, where we can share experiences and insights that will shape a more inclusive future for our profession.”



Tegan Fulker

“Hi, I’m Tegan Fulker, a final year Adult nursing student at Anglia Ruskin University, and I’m excited to be your Co-Chair for the FNF Students’ Day! My healthcare journey began at 18, shortly after the COVID-19 pandemic, and while I may be new to the nursing career, I bring passion, drive, and a strong student voice to the table.

As the Faculty Representative for all Healthcare courses at Anglia Ruskin University, I’ve had the opportunity to represent and advocate for my peers, gaining valuable insight into the challenges and opportunities within our profession. I have even helped change the curriculum for new students. I’m really looking forward to meeting all of you at students' day and I hope we can collaborate and share our thoughts on how we can improve healthcare practice. See you then!”



Our Speakers

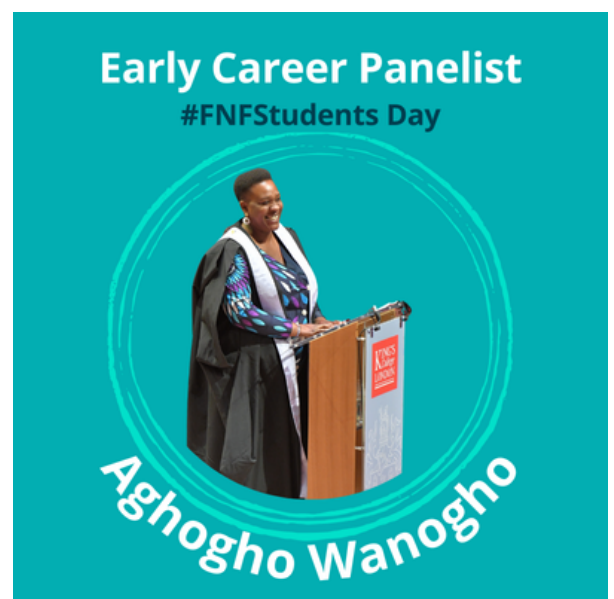
Jess Sainsbury

Jess is a Registered Mental Health and Adult Nurse who qualified in 2020 and now works as the Head of Nursing and Midwifery Engagement at FNF. A proud advocate for student and early career nurses and midwives, Jess brings lived experience of recent training and early practice to her work, championing the voice of the next generation of professionals across the UK and internationally. Jess leads on student engagement at FNF, co-creating opportunities that promote leadership, wellbeing, and influence – including the Student Council programme and wellbeing support through the ShinyMind app. She has represented student nurses on an international level through her work with RCN students and is passionate about creating inclusive spaces for students and newly registered staff to be seen, heard, and empowered. Jess is hosting today's event and is always keen to hear your ideas. Whether you're interested in advocacy, social media, or professional networks. Jess would love to connect; say hello on socials via @JessLSainsbury



Aghogho Wanogho

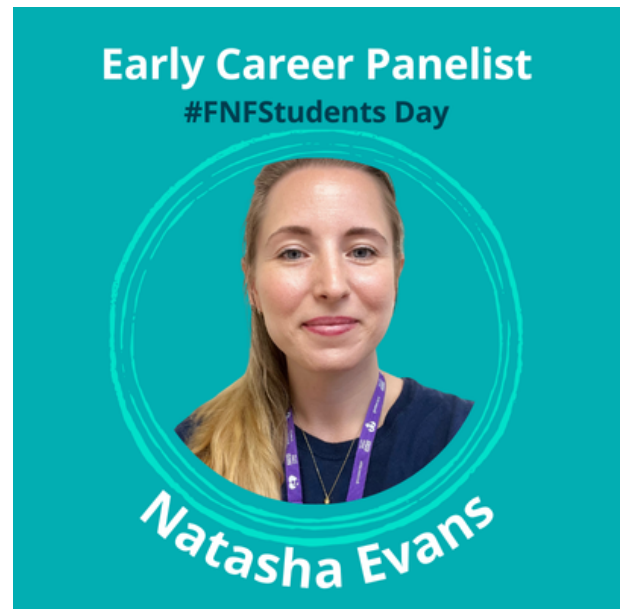
Aghogho Wanogho is a newly qualified nurse and proud graduate of King's College London, now returning to the University as a clinical teacher. She is passionate about inclusive education, equitable healthcare and empowering the next generation of nurses. She plans to begin her career in community and primary care, where she can focus on health promotion, early intervention and tackling barriers that prevent ethnic minority communities from accessing services. Her passion is rooted in a desire to make care more accessible, culturally sensitive and person-centred; particularly for those often overlooked in mainstream healthcare. In her role as a clinical teacher, Aghogho draws on her experience leading a simulation project that explored the healthcare challenges faced by Black, Asian, and Minority Ethnic (BAME) patients. She recruited individuals from the Black community to act as simulated patients, bringing authenticity and lived experience into the learning environment. The project aimed to enhance cultural awareness and improve student nurses' confidence in delivering inclusive care. Outside of teaching, Aghogho runs the social media platform @nurseaghoghocares on Instagram and TikTok, where she shares tips, educational content and honest reflections from her journey to support and uplift student nurses.



Our Speakers

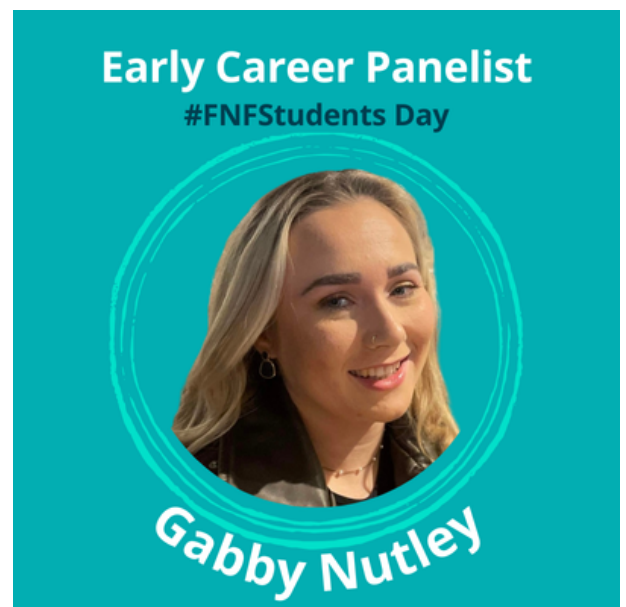
Natasha Evans

“After graduating with a degree in paediatric nursing from the University of Winchester, I took up my first post as a Special School Nurse on the Isle of Wight. My first year as an NQN has reinforced my motivations for joining the profession, and I’m still as passionate about my advocacy work as when I was a student. FNF has been such a source of strength to me throughout my nursing journey, and I’m thrilled to be returning to Students’ Day for the third year, after co-chairing in 2024. Today is a celebration of our shared achievements and a reminder of how much more we can accomplish collectively.”



Gabby Nutley

“My name is Gabby, I am a registered mental health nurse. I work in Forensic Mental Health in South East England. I have been involved in FNF since my student days and I have carried this through into my early career, as FNF Early Careers SEG chair. As an #FNFStudent, I spent time advocating within the wider healthcare system ensuring students could amplify their voices to create change. The transition from student to RMN was challenging, surrounded by feelings of ‘not being good enough’ FNF empowered me to reignite my reason ‘why’. Learning to challenge that internal critic has helped pave the way for what I want my nursing journey to be. I hope to continue to create change in clinical and non-clinical environments. Outside of my clinical role, I document my nursing journey through the use of professional social media and often you can find me singing at my local Glee Club.



If I could offer advice to my student self it would be: Find your cheerleaders, the people who remind you of your worth, build you up when you’ve achieved something positive and tell you to snap out of it when you don’t feel good enough.”

Our Speakers

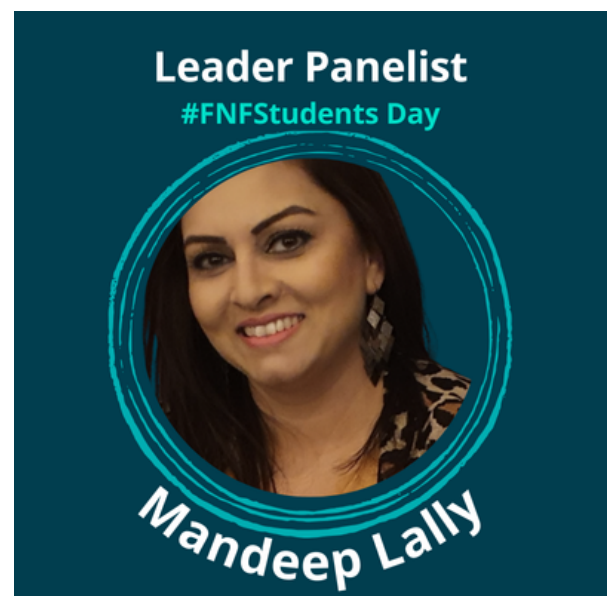
Gloria Sikapite

As a #150 Leader (Council of Deans of Health's Student Leadership Programme) Gloria sought to inspire fellow students into leadership roles during her time at University. She was a cohort rep two years in a row and was amongst the national student nurses' voices during the pandemic. Gloria has featured in a leadership book, been interviewed on SKY news channel and supports career exhibitions as a newly qualified nurse in research. She has since been a Chief Nurse Junior Fellow where she supported the MAGNET4EUROPE study as well as supporting her nurse leaders in the Patient Public Involvement group (PPI). Gloria chairs the Research PSDM Council and has recently been awarded the RCN Foundation Leathersellers' Impact Award for outstanding achievement in pre-registration nursing studies (2024). Her nursing journey started her off to a career in research delivery within the multi-speciality team, before moving into the oncology research delivery team. She holds other roles such as the Florence Nightingale Foundation SEG member in Early careers - writing an opinion piece for the Nursing Times and SEG in Policy involvement workstream.



Mandeep Lally

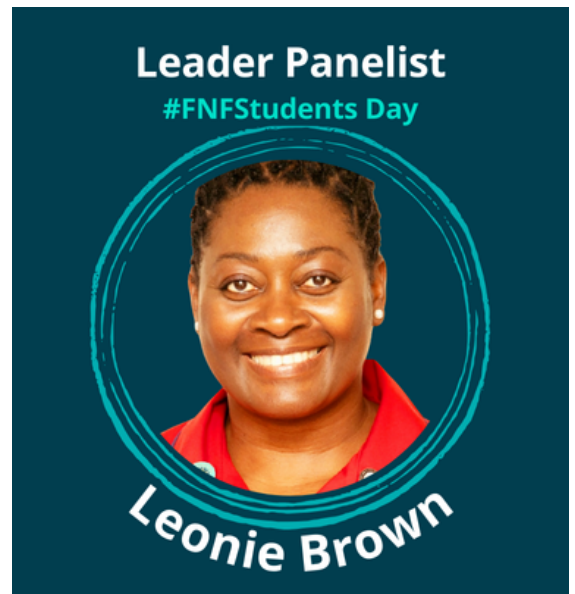
"My journey in healthcare began as a healthcare assistant, transitioning to nursing after completing a Law degree. Since earning my Adult Nursing degree in 2017, I've worked at UHDB Trust in Derby across various wards, including surgery and medicine, urology, general surgery, acute medicine, cardiology, renal, and neurology. I attended the NHS 70 FNF Leadership Program in 2019, later becoming a sister on a dual-speciality cardio-renal ward. During the pandemic, I served in a leadership role and participated in the Nurse Behind The Mask campaign. As the first Florence Nightingale Foundation Travel Scholar in my Trust, I joined Corporate Nursing as a Patient Safety Support Nurse and led quality improvement projects. I volunteered and became a Director with British Sikh Nurses, raising awareness in the South Asian community. Additionally, I contributed to the #RestartaHeart Campaign, was a finalist for RCN and Nursing Times Awards, and received multiple accolades, including the Sigma Phi Mu Clinical Practice Leadership Award. Published in several journals, my story was featured by the British Deputy High Commissioner India. Currently, I am a Senior Lecturer at De Montfort University, focusing on Nursing Research and Leadership, aspiring to enhance safe care."



Our Speakers

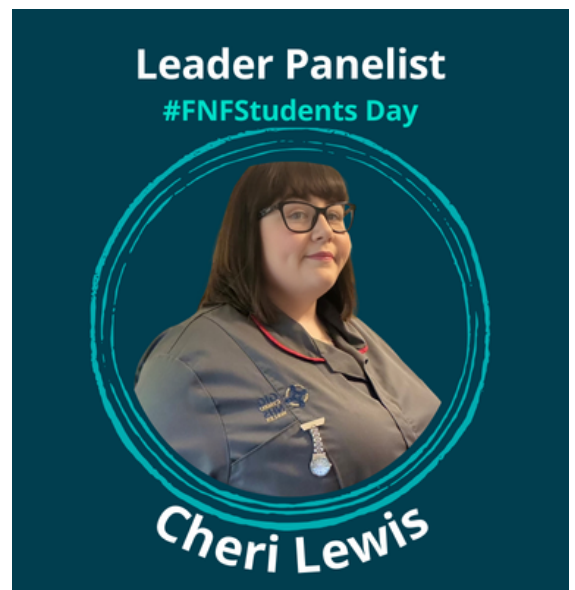
Leonie Brown

Leonie Brown is a distinguished registered nurse leader with over 24 years of experience across various healthcare settings, including community, corporate, outreach, and acute care. Throughout her career, she has demonstrated strong leadership in roles such as Charge Nurse, Service Lead, Head of Nursing, Education and Training Lead, Quality Improvement Project Lead and Service Improvement Lead. Leonie's passion for service and quality improvement has earned her recognition, including awards for her impactful projects. Dedicated to fostering an inclusive environment, Leonie co-chairs the Enabling Staff Network, where she advocates for staff well-being and patient safety. As an NHS Well-being Champion, Confidence Coach, and Professional Nurse Advocate, she is committed to the growth and development of healthcare professionals. Leonie is also a Florence Nightingale Alumni Champion for Healthcare Excellence and actively shares her knowledge to inspire inclusive growth in healthcare. Outside of her professional role, Leonie supports various charities, including mentoring young people. She is a motivational speaker, creative writer, and contributor to educational materials, podcasts and articles. She has completed two leadership programmes with the Florence Nightingale Foundation and had the honour of escorting Florence Nightingale's lantern in 2022. Leonie is also the author of *From Birth to Worth*, a self-belief book set for release in 2025, and remains a passionate advocate for continuous improvement for the future of healthcare.



Cheri Lewis

Cheri Lewis is the Senior Midwifery Information Officer at Cwm Taf Morgannwg University Health Board and a current Florence Nightingale Foundation Emerging Strategic Leadership Scholar. She is nationally recognised for her work in digital transformation within maternity services and is a key member of the national team working towards the implementation of a single end-to-end digital maternity record. Cheri is also the local lead for the development of a National Maternity Quality and Safety Dashboard to improve data visibility and drive improvements in care. Her Florence Nightingale Foundation project focuses on digital inclusion, tackling the impact of data poverty on maternity service users. Cheri has advocated strongly for equitable access to digital tools and literacy support, working to ensure that the move toward digital healthcare does not widen existing inequalities. She has successfully piloted initiatives locally and is now working to scale these approaches across Wales. Cheri brings together clinical insight, digital expertise, and inclusive leadership to champion person-centred, compassionate care. She works across sectors to co-produce solutions that are practical, person-focused, and accessible to all. She is committed to creating a future where digital transformation in health benefits every person, especially those at risk of being left behind.

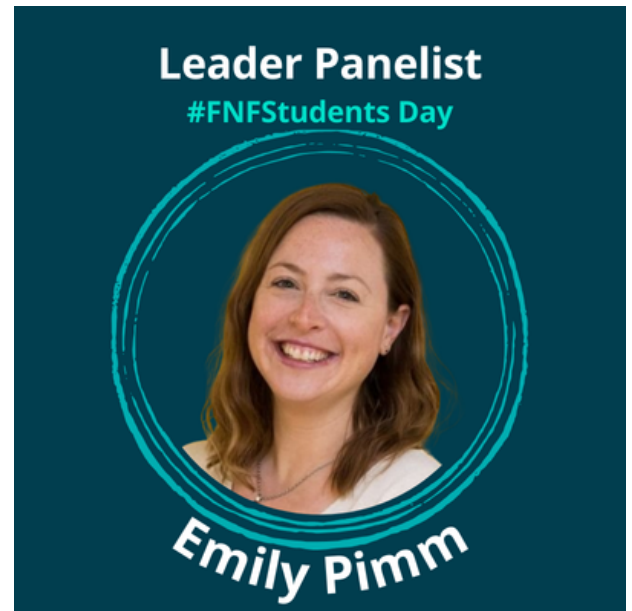


Our Speakers

Emily Pimm

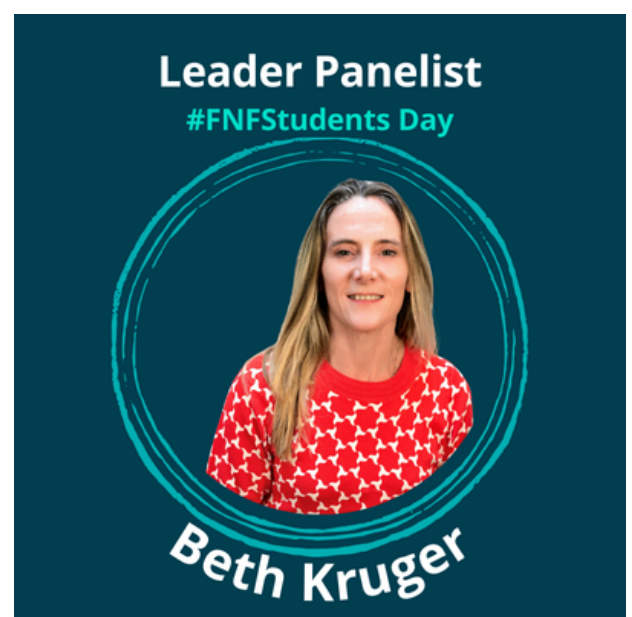
Emily works as a National Practice Innovation Lead with Skills for Care and has been a qualified Adult Registered Nurse for 19 years - she has worked in the social care setting for 13 years. Having worked in a variety of clinical settings, Emily found that her passion lies with care of the older person and has developed specialist knowledge around supporting people who are living with dementia. Emily has published a CPD article, written training articles and has presented at Nursing Live and the Care Show around loneliness, social isolation and dementia. After completing the FNF Leadership Scholarship in 2022, and a FNF programme to become a Chair for the Social Care Nurse Advisory Councils, Emily is now a Florence Nightingale Foundation Scholar Alumni. Last year, Emily became the first Social Care Nurse to be given the honour of being the Lamp Carrier in the 59th Florence Nightingale Commemoration Service in Westminster Abbey.

Last year, Emily became a Queen's Nurse and was awarded a Chief Nurse Adult Social Care Gold Award which recognises a significant contribution to adult social care.



Beth Kruger

As a Senior Improvement Manager for Quality, Safety, and Improvement Cymru, Beth oversees national improvement programmes across Wales for people with a learning disability, their families, and carers. Quality, Safety, and Improvement Cymru supports NHS Executive Wales in establishing a high-quality health and care system, ensuring accessible and effective care for all. Beth has over 30 years of experience in various settings, including community and inpatient NHS services, the private sector, academia, and improvement. She is involved in the Learning Disability Programme, implementing the Welsh Government's Learning Disability Action Plan 2022-2026. Her career focus has been on continuous improvement in healthcare services for people with learning disabilities, particularly adults with complex health needs. Beth holds a master's degree in Learning Disability Nursing and a PGCE in teaching, supplemented by extensive clinical and specialist training. She has published in notable journals and platforms. A passionate advocate for developing and enabling others, Beth has worked across academic institutions such as South Wales University, West of England University, and Quality, Safety, and Improvement Cymru Academy. She has contributed to new knowledge and emphasized evidence-based practice, aiming to inspire and motivate future healthcare professionals. Beth believes change begins with individual commitment to innovation and modernisation.



Our Speakers

Debbie Cubitt

Debbie began her clinical career as an orthopaedic ward sister caring for both elective and trauma patients. Her transition into a strategic role started, as a Nursing Audit Co-Ordinator, working in conjunction with colleagues to evaluate and improve nursing practice across an acute Trust. Debbie was one of the first Practice Education Facilitators in Essex, which she undertook with dedication for 21 years. She played a pivotal role in shaping the learning environment and supporting students through the development of a comprehensive induction programme, delivering targeted student teaching sessions and providing dedicated student support, contributing to their pre-registration practice placement experiences, which she saw as an absolute privilege. Currently, Debbie is a Senior Clinical Manager at NHS England, East of England where she leads work as the Regional Preceptorship Lead. She has been instrumental leading with colleagues, in the successful regional implementation of the National Preceptorship Interim Quality Mark Award, to support preceptees. Debbie is currently a proud Florence Nightingale Established Leadership Scholar, demonstrating her ongoing commitment to personal and professional development, and her drive to inspire excellence in others.



Hayley Flavell

Hayley is a proud registered nurse with over thirty years' experience and realises the tremendous privilege it is to be able to advocate for safe, effective and high-quality patient care and services. She has worked at all levels of nursing and has really enjoyed every one of her roles along with the opportunity to learn and develop further. Prior to joining the Florence Nightingale Foundation as a Strategic Advisor, Hayley was the Executive Director of Nursing at The Shrewsbury and Telford Hospital NHS Trust (SaTH) for just over four years. She initially joined the Board of Directors as part of the University Hospitals Birmingham NHS Foundation Trust's (UHB) Improvement Alliance in September 2020. The alliance was an NHS England initiative to provide strategic support to SaTH, which was an extremely challenged organisation at almost all levels (financial, operational, and quality). At that time, SaTH was rated overall 'Inadequate' by the Care Quality Commission (CQC) and had been placed in the National Oversight Framework at level four, which is the most intensive level. As the Executive Director of Nursing, she took the leading role in shaping quality governance, improving the fundamentals of nursing, midwifery and AHP care, and improving the trust and confidence of the local communities we served. The Trust's overall rating improved to 'Requires Improvement' overall and 'Good' for caring. The core services of 'Palliative and End of Life Care' and 'Children and Young People' improved from 'Inadequate' to 'Good' (in all five domains) and 'Maternity' improved from 'Requires Improvement' to 'Good' (in all five domains) within an eighteen-month period. Hayley brings enthusiasm, energy and drive to her roles, she is passionate about providing the highest quality of care to patients, families and local communities, strongly believing that we should shape services by listening to our patients and developing a workforce that meets their needs now and for the future.



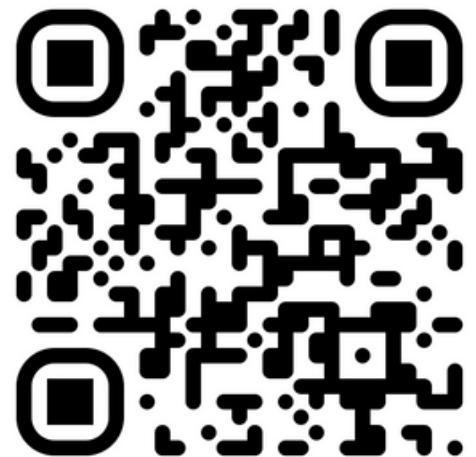
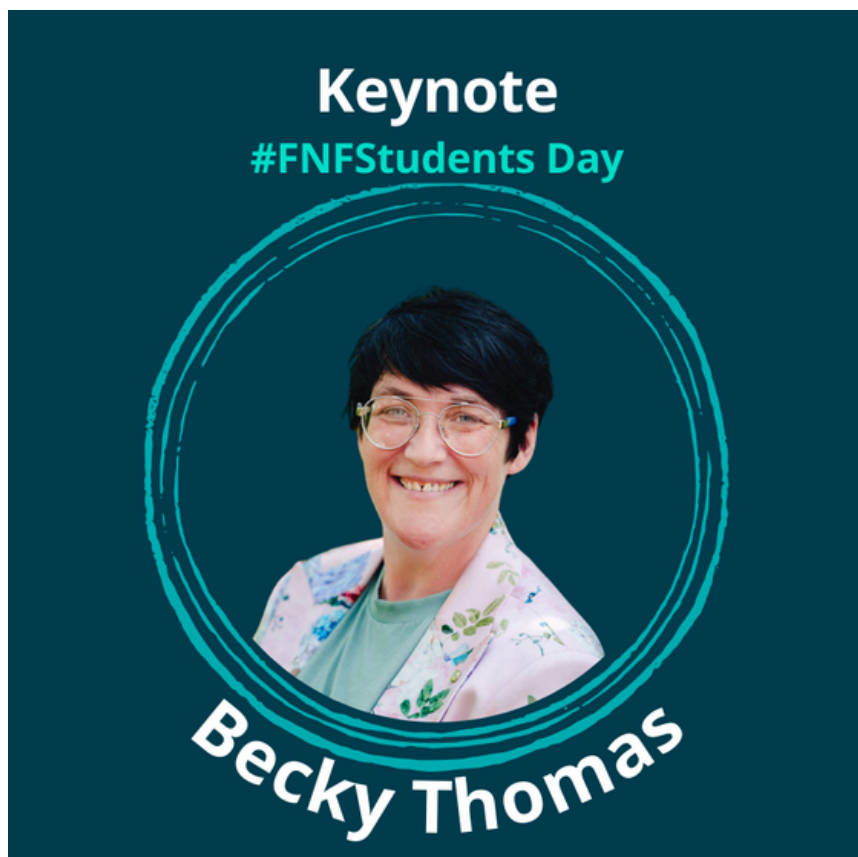
Our Keynote Speaker

Becky Thomas

Becky is a senior nurse leader, leadership development facilitator, and host of The Leadership Log podcast, driven by a deep belief in the power of curiosity to transform leadership and culture. With over 30 years experience across clinical, educational, and strategic roles, Becky works to cultivate compassionate, courageous, and curious leaders within healthcare systems. Her work bridges systems thinking, human factors, behavioural science, and psychological safety to create safer, more dynamic environments for care.

A Florence Nightingale Foundation Scholar, Bevan Exemplar, and Scottish Improvement Leader graduate, Becky also brings creative facilitation methods, including LEGO® Serious Play, to support leadership development and meaningful team dialogue.

Through storytelling, innovation, and connection, she champions leadership practices that encourage continuous learning, reflective practice, and system-wide change - helping individuals and teams reimagine what's possible. You can find Becky sharing insights and ideas on LinkedIn, X, BlueSky and Instagram @CuriousBecks.



Our Special Guests

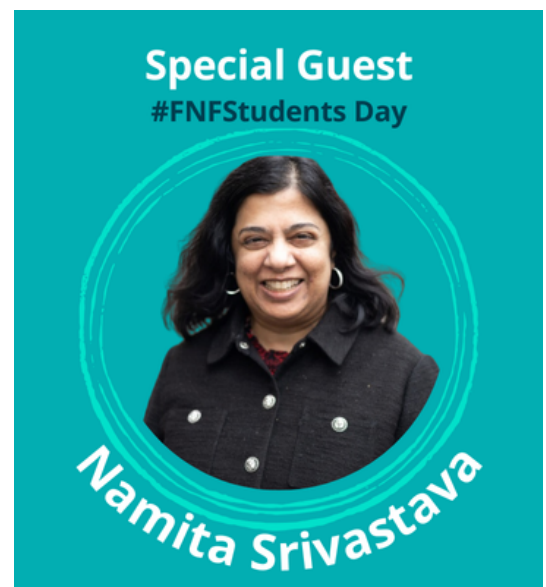
Josie Turner

Josie joined the Council of Deans of Health as a Policy Officer in November 2024. She previously led Mental Health and Learning Disability Workforce Transformation Programmes at Health Education England, and worked with London's Strategic Health Authority, the South East London Workforce Development Federation, and Camden Council. She holds a BA in English Language and Literature from the University of Oxford.



Namita Srivastava

Namita joined the Council of Deans of Health as a Policy Officer in June 2024. She has previously worked as a research associate in higher education and as a business support officer for NHS England. She holds a degree in Social Anthropology from the University of Cambridge and a Masters in Social Policy from the University of London.



Our Special Guests

Julie Bliss

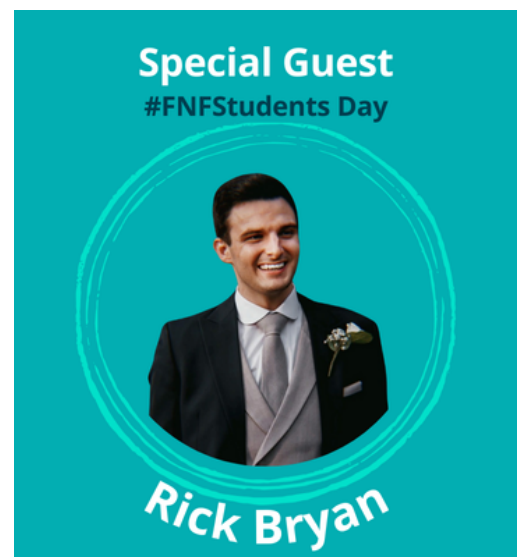
Julie was appointed as an NMC Senior Nursing Education Adviser in July 2023. She is a Registered Nurse (Adult), Specialist Practitioner – District Nursing, and Principal Fellow of the Higher Education Academy. Julie has a wealth of experience in higher education working with practice learning partners and students to deliver NMC programmes for nursing and midwifery alongside continuing professional development of registrants. Julie was Chair of the Association of District Nurse and Community Nurse Educators (ADNE) for 7 years, stepping down in June 2023. Julie is proud to be a Queen's Nurse and is a member of the Editorial Board of the British Journal of Community Nursing.

Rick Bryan

Rick began working as a Standards Development Specialist in the Education and Standards team at the NMC in September 2024. Prior to this, he spent 5 years in several roles within the Education Quality Assurance team. Rick has a wealth of experience within healthcare regulation and has worked at a number of regulators and membership organisations, including the General Dental Council and the Royal College of Surgeons.

Jacqui Williams

Jacqui Williams is a very experienced midwifery academic and practising midwife with over 35 years' involvement in pre and post-registration midwifery programmes. As an academic, Jacqui has continued to keep strong links with midwifery practice and is passionate about the unique role of the midwife and women-centred care. She is a fellow of the Royal College of Midwives and a Senior Fellow with the Higher Education Academy. She has particular area of expertise in quality assurance. Her education interests are in open and distance learning and she has created resources for open access repositories including developing a unique midwifery repository. Jacqui is also an experienced midwifery expert witness. Her doctoral work researched whether resilience develops or not in student midwives as they navigate the undergraduate midwifery programme. Jacqui's current role is to support the implementation of the new midwifery education standards and advise on the wider work of midwifery matters across the NMC and to external audiences.



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**“Courage starts with
showing up and letting
ourselves be seen.”**

Brene Brown

**With special thanks to our sponsors
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