

# Foundation of Nursing Studies

**Extraordinary  
Times**



**Extraordinary  
Opportunities**

**Strategic Plan 2011-2014**

**Summary**

## **Forward**

The Foundation of Nursing Studies (FoNS) is privileged, as an independent organisation to be enabling nurses to provide care for patients that is compassionate, safe, knowledge-based and timely. In the two decades since its formation, FoNS has developed an excellent reputation for its unique approach to supporting nurses across the United Kingdom (UK) to lead innovation in the workplace that transforms the way nurses work and care for patients.

Maintaining a clear focus on nurses, the nursing profession and the practice of nursing, with the intention of benefiting patients, is important to FoNS but we also recognise that we are working in extraordinary times. The current and future economy is placing constraints on funds and we will require a new approach for income generation and fundraising. These constraints extend across healthcare, where nurses are charged with delivering high quality person-centred care within tightening resources. FoNS is familiar with such challenges and we know that dwelling on these can hamper progress and so our approach in looking towards the future is to seek out the opportunities that will ensure we continue to make our important contribution to patient care and the nursing profession.

Our new strategic plan, developed by trustees and staff provides a clear a statement on our vision, values and ambitions for the future. There are aspects of our current activity that we want to continue to do, especially expanding the support we can offer through our virtual Centre for Nursing Innovation. There are also new paths we would like to chart, which will target nurses who most need our expertise in facilitating the transformation of nursing practice and the care patients receive. FoNS believes nurses want to give the best possible care and we want to ensure they are able to achieve this.

## **About FoNS**

FoNS is an independent charity registered in England and Wales. It is governed by a board of nine trustees, chaired by Professor Dickon Weir-Hughes and managed by a full-time chief executive, Dr Theresa Shaw who leads a small team of staff. The charity also has a president, Dr James Bevan and six patrons who assist in providing invaluable advice and support to the board and the staff. FoNS is reliant on fundraising and donations for income and has been successful in securing two partnerships with the Burdett Trust for Nursing and the General Nursing Council Trust for England and Wales.

## **Our Vision**

To inspire and enable improvement in patients' experience of healthcare by strengthening our position as a UK Centre for Nursing Innovation

## **Our Mission**

FoNS exists to help nurses to transform how they work, use innovative, knowledge based approaches to improve the practice of caring and ultimately provide the standard of person-centred nursing that ensures patients feel respected and safe.

## **Our Values**

- We value nursing which is compassionate, safe and person-centred
- We value knowledge recognising, that both theoretical and practical knowledge contribute to excellence in patient care
- We value the patient and wish to see their voice, experience and involvement shape the delivery of nursing practice
- We value clinical and academic learning, leadership and ways of working that transform workplace cultures and inspire nurses as a caring profession
- We value collaboration and partnership

## **Nursing and the Context of Healthcare Practice**

FoNS must ensure that it can function alongside both a changing healthcare context and the renewed demand for high quality, safe, effective and compassionate care. The Government health reforms, reports of poor care practices and changes to workforce and nurse education all present extraordinary challenges to nurses. In a wider sense, the ageing population and advances in technology are also affecting decisions regarding healthcare demand and provision.

FoNS believes nurses enter the profession because they want to give the best possible care to the people who need it. However, reports such as those recently published by the Health Service Ombudsman show there are times when the quality of care falls below expected standards. There are often a combination of factors which contribute to a fall in standards of care including lack of resources, poor leadership, inadequate support of nurses and interlinked to all these is a failure to maintain a culture where person-centeredness is at the forefront of daily work. FoNS has already shown it can help begin to address some of these factors.

Over the last 10 years, we have taken a practical hands-on approach to supporting nurses. With funding and help from FoNS, nurses have been able to make significant improvements to their practice and patients' experience of care. One of the distinctive features of our work has been the approach we use to support nurses in leading development and improvement activity. Fundamental to this is focusing on the important values of compassion and caring as well as working *with* teams in practice to help *them* to identify and make the improvements rather than *telling* them what to do. Our enabling and systematic approach coupled with our commitment to person-

centred nursing, results in changes in attitudes, nursing practice and the prevailing workplace culture.

### **Our Central Commitments for the Future**

FoNS can offer vital support to nursing and healthcare by making a commitment to:

- Advancing the nursing profession for the ultimate benefit of patients and their families
- Supporting nurses to be the highly skilled and compassionate carers they wish to be
- Promoting investment in innovation and transformational activities that result in more effective person-centred workplace cultures that enhance everyone's experience of healthcare

We will achieve this by working towards five strategic ambitions over the next three years.

### **Strategic Ambitions**

- To generate and share knowledge on practice improvement, innovation and transformation
- To be a leader in transforming and improving nursing and healthcare practice
- To maximise FoNS' potential by strengthening and expanding partners and collaborators
- To be a stable, effectively managed and governed charity
- To enable staff to flourish and make a significant contribution to FoNS

### **FoNS - Inspires, Enables, Improves**

The strategic ambitions set out here clearly present our plans for sustainable development over the next three years. Whilst FoNS is already successful and we have an outstanding reputation with both the nurses we have worked and our partners, we know we need to do more, extend beyond our current networks and reach a wider healthcare audience. More importantly, we want to make sure our help and support is accessed by and available where it is needed most. By working to realise our ambitions we believe we will achieve all this, as well as demonstrate a greater impact on the quality of patient care and show more effectively how our approach makes a difference.

At a time when nursing care is more highly scrutinised than ever before, we believe we should and can do more to inspire and enable nurses to make improvements to practice and give the very best care. In doing so we will create the opportunity for a sustainable future and more importantly, we will be making a significant contribution to patient care and nursing practice.