

Foundation of Nursing Studies

(A register charity and private company limited by guarantee)

Trustees' Report and Accounts

For the year ended 31 January 2010

Company Number: 3583949

Registered Charity Number 1071117

Trustees' Report and Accounts
For the year ended 31 January 2010

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****Note:** the Foundation of Nursing Studies Board of Trustees are also the Company Directors, for ease of presentation and consistency the term Trustee(s) is used throughout this document

Trustees Annual Report

Year ended 31 January 2010

1. ADMINISTRATIVE INFORMATION

1.1 Charity Address

32 Buckingham Palace Road, London, SW1W 0RE

1.2 Trustees

Mr Alan Masters LLB

Mrs Gillian Stephens BSc (Hons), RGN, HV, Cert.Health Econ (Chairman to 30th April 2010)

Professor Dickon Weir-Hughes, O.St.J., Ed.D., MA., BSc (Hons), RN, FRSH (Chairman from 1st May 2010)

Ms Caroline Clarke (Treasurer)

Professor Julienne Meyer, PhD, MSc, Cert.Ed (FE), BSc (Hons) (Appointed March 2009)

Professor Janice Sigsworth, MSc, BSc, DipN, RGN (Appointed March 2009)

Dr Caroline Shuldham PhD, MSc, RGN, RNT, RCNT, PGCEA Dip N (Lond) (Appointed December 2009)

Dr Loretta Bellman PhD, BSc (Hons), RN, RCNT, RNT, CertEd (Appointed March 2010)

Mr J Peter Gadd BSc (Hons) (Appointed June 2010)

Mr Anthony Impey BA (Hons) (Appointed June 2010)

Mrs Jill Down A Dip.Mgmt.; BA (Hons) Nursing; Dip.CC; RGN (Appointed June 2010)

President

Dr James Bevan MB, MRCP

Patrons

Mrs Elizabeth Tompkins

Baroness Cumberlege CBE, DL

Mrs Elizabeth Stallwood RGN, RM

Professor Jennifer Hunt, Hon DSc, MPhil, BA (Hons), RGN

Sir Ron De Witt KB, MA, BA (Hons), DipN, RN

1.3 Chief Executive Officer & Company Secretary

Dr Theresa Shaw NursD, BA (Hons), RNT, RGN

1.4 Main Bank Account & Investment Account

HSBC, Belgravia Branch, 89 Buckingham Palace Road, London, SW1W 0QL

Brewin Dolphin Securities, 12 Smithfield Street, London, EC1A 9BD

1.5 Auditors

H.W Fisher & Company, Chartered Accountants, Acre House, 11/15 William Road, London, NW1 3ER

2. GOVERNANCE, STRUCTURE AND ORGANISATION

2.1 Governing Documents

The Foundation of Nursing Studies is a charity registered with the Charity Commission and a private company limited by guarantee. It is governed by its Trust Deed dated 28th May 1987 and Memorandum of Association, registered with Companies House on 18th June 1998.

2.2 Organisational Structure

The Board of Trustees meets quarterly to administer the charity. The Chief Executive Officer (CEO) was appointed by the Trustees to manage the day-to-day operations.

2.3 Appointment of Trustees

The Trustee Board elects all new Trustees. Potential new Trustees are nominated by existing Board members and following submission of curriculum vitae usually meet the Chairman and/or a Trustee with the CEO to explore if they have the necessary skills to contribute to the charity's development. New Trustees are given an information pack, which includes annual accounts and board papers including reports and minutes from the last year.

2.4 Risk Management

The Trustee Board reviews bi-annually the major strategic, business and operational risks the charity faces and confirms that systems are in place to reduce risk and to ensure ongoing review and reporting. Risk assessment continues to identify income and finance as being the area of greatest threat. In the early part of the financial year FoNS continued to experience significant challenge because of the Icelandic Banking collapse and resulting administration of Kaupthing Singer and Friedlander, the Bank with which FoNS had held both its current and deposit accounts. Whilst a most difficult time, the event demonstrated that the financial systems and management together with policies regarding restricted funds and reserves were strong. These and the actions of the Board and CEO, secured the future of FoNS until all frozen assets were returned via the Financial Services Compensation Scheme in 2009.

With regard to investments, reports are received quarterly and the Board meet twice yearly with the investment manager to review performance against benchmarks and monitor risk management. Through the uncertain times with regard to banking and investments, the Board have continued to request a low risk approach.

Overall, the Board with the CEO continue to monitor closely external and internal financial management systems. The CEO and Treasurer also continue to review regularly the financial management systems to ensure they remain transparent and robust.

3. OBJECTS, AIMS AND ACTIVITIES

3.1 Objects and Aims of the Charity

The Trust Deed details the objects of the charity, which in summary are to advance the nursing profession, promote the use of research and improve and develop nursing practice.

To achieve its objects the charity works UK-wide and across healthcare practice to:

- Support and reward nurses leading the improvement and development of healthcare practice
- Encourage and facilitate practice based development and research that leads to improvement in patient care
- Enable nurses to use effective strategies to lead sustainable development and change in healthcare practice
- Influence strategy and policy development that supports practice based development and research
- Provide a central resource for networking and sharing practice based development and research activity

The charity objects are realised through four interlinked activities:

- Advancing healthcare practice
- Networking and sharing
- Rewarding excellence
- Facilitating and collaborating

3.1.1 Public Benefit

The Trustees confirm that they have complied with their duty under section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit.

3.2 Overview of the Year

Following the uncertainties resulting from the Icelandic Bank Crisis in 2008/09, FoNS was both delighted and proud to be offered one of the first new funding partnerships with the Burdett Trust for Nursing. The continuation of the two other partnerships with the General Nursing Council Trust and the NHS London has enabled FoNS to make a significant impact on the advancement of nursing and directly benefit patient care. By the end of January 2010, FoNS was supporting 46 nurse-led teams.

3.2.1 Advancing Healthcare Practice

This activity supports individual nurses and nurse-led teams to focus on:

- The evidence needed to support development and change in practice including listening to the perspective of patients
- How the process of change and implementation will be facilitated
- How change and development in practice can be sustained
- Effective ways of supporting colleagues to develop new ways of working
- How improvements in patient care will be evaluated

FoNS delivers several key programmes of work offering project grants and access to expertise in facilitating practice based development and research.

3.2.1.1 Small Projects Programme

The Small Projects Programme supports local initiatives UK wide that aim to develop practice and improve patient care in any field of nursing, midwifery and health visiting. As well as receiving support from one of the FoNS' Practice Development Facilitators, teams also benefit from a grant of up to £2,000. Four new project teams were recruited to this programme in April 2009 and FoNS has continued to support a further four project teams during 2009/2010. FoNS is grateful for the support that it has received for this programme from the Burdett Trust for Nursing and also Antigone, Martha Lane Fox's Grant Giving Foundation. Tables 1 and 2 provide an overview of the projects supported and the benefits and outcomes to date.

Table 1: Small Projects General (Supported by the Burdett Trust for Nursing)

Location	Project title	Benefits and outcomes during 2009/10
University Hospital of Wales, Cardiff	Reducing noise in a critical care unit	<ul style="list-style-type: none"> • Noise on the critical care unit has been monitored using a 'soundear' device • Feedback has been gained from staff, patients and relatives using a variety of approaches • Data is being reviewed to identify key actions for noise reduction • Quiet closing bins have been installed
NHS Borders	Enhancing mental health care using Star Wards resources	<ul style="list-style-type: none"> • The Star Wards benchmarking progress has been completed and involved both staff and patients from the in-patient unit • Several new developments have resulted including: <ul style="list-style-type: none"> ○ The introduction of a new patient group ○ The creation of a patient library ○ The development and introduction of a patient held recovery document
Bexhill Hospital, NHS Hastings and Rother	Developing the role of the Rehabilitation Support Worker to improve older peoples' experiences and satisfaction with rehabilitation activities	<ul style="list-style-type: none"> • Workshops have been held to prepare supervisors and supervisees for clinical supervision • Baseline evaluation data has been collated • Inter-disciplinary supervision is now underway for most support workers
Addenbrooke's Hospital, Cambridge University Hospital NHS Foundation Trust	Improving the long term adherence of a healthy lifestyle post acute coronary syndrome	<ul style="list-style-type: none"> • An innovative evaluation day was held for patients and families who had experienced the cardiac rehabilitation service which included: <ul style="list-style-type: none"> ○ Various health promotion displays ○ A healthy living review ○ Opportunity for questions and advice ○ Focus group discussion for both patients and families on their experience of the service and areas for improvement • The day revealed that partners and families have specific support needs which are often not verbalised at the time of illness. Development will address how families can be better supported
Pilgrims Hospices in East Kent	Essence of Care – food and nutrition within the hospice environment	<ul style="list-style-type: none"> • A variety of approaches have been used to engage with staff, patients and carers in 3 hospices to explore and understand the nutritional needs of palliative care patients • The need to improve nutritional assessment has been highlighted and patients and carers have made recommendations to inform how this may be achieved • The project team are working with the community nurses to progress this work • Conference paper presented: Food and Nutrition in Palliative Care: the Way Forward Conference,

		Manchester, July 2009
Manchester Royal Infirmary, Central Manchester and Manchester Childrens' University Hospitals	Improving patient involvement in care decisions	<ul style="list-style-type: none"> The team have engaged with staff, patients and wider stakeholders to explore how involvement in care can be improved for patients who have had a stroke Active communication training for staff has been undertaken Activities are now part of care during the day

Table 2: Small Projects Special Focus (Supported by Antigone)

Location	Project title	Benefits and outcomes during 2009/10
Naomi House Children's Hospice, Hampshire	The assessment of vulnerability in families whose children have a life limiting illness	<ul style="list-style-type: none"> A vulnerability assessment tool has been adapted for use with families and has been shared with 20 families Feedback from parents suggests that they value the opportunity to talk, to be themselves and that the assessment interviews have enabled them to identify where they are struggling but also their own coping A more detailed analysis is currently underway to determine if the assessment is an effective way of focusing available resources to meet identified need
Sheffield Care NHS Trust	Good health for all	<ul style="list-style-type: none"> A process for physical health assessment has been developed and agreed both within the crisis team and across the mental health trust Physical health assessment is becoming established into practice with an increasing number of staff are becoming actively involved All new patients are offered physical health assessments

3.2.1.2 Developing Practice Programme

The Developing Practice Programme offers support to nurse-led teams committed to implementing evidence in practice for up to two years. The programme helps teams to acquire the skills they need to continuously evaluate their work and improve it. FoNS identifies specific areas of practice that require development and works directly with the project teams. The following initiatives have continued as part of this programme:

- Practice Based Development and Research Programme (Partnership Programme between FoNS and the General Nursing Council Trust)
- Towards Healthy Ageing: Promoting Independence and Choice (Supported by the Age Endeavour Fellowship, the Rayne Foundation, Pfizer Limited and the Edwina Mountbatten Trust)
- Enhancing the Patient Care Environment (In partnership with the Department of Health)
- Developing Strategies for Reducing and Preventing Healthcare Associated Infections (Partnership Programme between FoNS and NHS London)
- Patient First: Supporting Locally Focused Innovation (Partnership Programme between FoNS and the Burdett Trust for Nursing)

Practice Based Development and Research Programme

(Partnership Programme between FoNS and the General Nursing Council Trust for England and Wales (GNCT))

The Foundation of Nursing Studies (FoNS) and the General Nursing Council Trust (GNCT) share a commitment to advancing nursing practice and improving patient care; FoNS through its support of a range of practice development initiatives and GNCT through its research funding programme. Mindful of each other's experience and shared values, the two organisations formed a partnership in 2006 to support a much needed programme to enable and fund nurses to undertake a practice based research project with the explicit purpose of developing and/or changing practice and improving the care patient receive.

The programme offers:

- Advice on the development of an effective project proposal
- Help to identify and make links with people who may be able to offer support locally
- Facilitation and support in the workplace

- Funding
- Support with sharing and publication

To date, FoNS has received four tranches of funding from the GNCT from December 2006 to May 2009. FoNS has used this to deliver the programme, which has now recruited 10 nurse led teams. Table 3 provides an overview of on-going projects and table 4 outlines the five projects which were recruited during 2009/10). All the teams are supported with funding (up to £5000.00) and the expert support and advice from a FoNS Facilitator for up to two years.

Table 3: Practice Based Development and Research Programme Current Projects

Location	Project title	Benefits and outcomes during 2009/10
East Anglia's Children's Hospices	Improving oral care management for children in a palliative care setting	<ul style="list-style-type: none"> • Using an action research approach the team have enabled wide participation of staff, parents and other stakeholders in identifying how the oral care of the children who visit the hospice could be improved • FoNS has supported the development of knowledge and skills in using action learning approaches for staff development and support • The team have presented their work at a National Paediatric conference
Brighton and Sussex University Hospitals NHS Trust/ University College London Hospitals NHS Trust	Using discovery interviews to improve dignity in acute care for older people	<ul style="list-style-type: none"> • The team at UCLH have concluded their work • Discovery interviews were fed back to staff from two wards at two workshops • Staff acknowledged that care had developed over the time of the project and was now more centred around the patient • The team at Haywards Health have collected nine discovery interviews • Staff workshops/development days have been held to enable staff to develop a deeper understanding of dignity
Oxford Radcliffe Hospitals NHS Trust	An overlooked vital sign? Pain management for older people in hospital	<ul style="list-style-type: none"> • The project team have assessed the workplace context using the Context Assessment Index and initial analysis to identify areas for development is underway • Patient and staff perspectives of pain management are being collected using interviews and focus groups
Powys Local Health Board	Involving service users' stories in developing mental health services	<ul style="list-style-type: none"> • Mental health care service users have conducted interviews with 28 other service users to capture stories regarding their experiences of care services • The service user researchers are mapping the data to identify key themes, these include power, attitudes, listening and respect • The team are developing a deep understanding of involvement and the impact this can have on the individual • Involvement in the project is having a significant effect on the service user researchers e.g. returning to employment, increasing commitment to voluntary work, able to leave the home environment • Conference papers presented: Nursing Innovation Conference, Cardiff, March 2009; Welsh Assembly Government, Llandrindod, March 2009; Chief Nursing Officer for Wales Showcase Conference, June 2009
Powys Local Health Board	Improving diabetes care for residents in care homes	<ul style="list-style-type: none"> • Current practice was assessed in two homes using questionnaires, staff focus group discussions and interviews with residents • Diabetes working groups were developed in each

		<p>home and the information about current practice was used to inform discussions, identify key issues and actions</p> <ul style="list-style-type: none"> • Staff knowledge and confidence in diabetes care improved during the project as did communication between care home staff and other health care professionals • Diet for the residents also improved through the care home staff learning that 'a regular healthy diet' is the current recommendation for people with diabetes • The Diabetic Specialist Nurses will continue to work with the participating homes and also broaden their work to include all care homes across Powys
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Table 4: Practice Based Development and Research Programme New Projects Recruited in 2009

Location	Project title/focus
Cumbria Partnership NHS Foundation Trust and Dorset Healthcare NHS Foundation Trust	Using collaborative and recovery focussed approaches to help mental health service users cope more effectively with and reduce distress associated with voices
NHS Calderdale	Achieving holistic management of leg ulcers and associated conditions
St Mary's Hospital, London	Improving the patient experience by introducing 'Back to the floor Friday' for all senior nurses
Alder Hey Children's Hospital	Improving care for children and young people who use retrograde colonic irrigation to manage faecal incontinence
Royal Bolton Hospital	Improving pain management for cognitively impaired patients on complex care wards

Towards Healthy Ageing: Promoting Independence and Choice

(Supported by the Age Endeavour Fellowship, the Rayne Foundation, Pfizer Limited and the Edwina Mountbatten Trust)

This programme focusing on the care of the older person concluded in 2009. Detailed reports of the process and outcomes of the initiatives are published on the website with edited versions also published as part of FoNS publication series. Both projects have contributed to improvements in the care services provided taking particular account of the needs of the older person. Table 5 provides an overview of the projects with the key benefits and outcomes.

Table 5: Towards Healthy Ageing: Promoting Independence and Choice Projects

Location	Project title	Benefits and outcomes
Hounslow Primary Care Trust	Taking care of myself	<ul style="list-style-type: none"> • A model of user involvement has been developed and used to enable self care plans to be developed for people with Chronic Respiratory problems. The Trust are now keen to replicate this model in other areas of healthcare • The project leaders successfully presented their work at an international conference
Central and North West London Mental Health Foundation NHS Trust and Berkshire Healthcare NHS Foundation Trust	Life stories work for older people with dementia	<ul style="list-style-type: none"> • Admiral Nurses have established a process for implementing Life Story work to improve the quality of lives and care of older people with dementia in 6 clinical areas

Enhancing the Patient Care Environment
(In partnership with the Department of Health)

This initiative commenced in 2008 following the launch of the new Essence of Care Benchmark in November 2007. FoNS supported three nurse-led teams, working in partnership with patients and other key stakeholders, to improve the patient environment and ultimately the patients' experience of healthcare. What was striking about this programme was the diversity of the projects and the variety of ways in which the benchmarking tool can and has been adapted to stimulate change. Table 6, provides an overview of the projects including the benefits and outcomes of each project.

Table 6: Developing Practice Programme: Enhancing the Patient Care Environment Projects

Location	Practice setting	Benefits and outcomes to date
Airedale NHS Trust	Acute medical ward	<ul style="list-style-type: none"> Through involvement of the ward team solutions to a number of environmental problems have been addressed including personal laundry facilities for patients and reducing noise at night Conference paper presented: Essence of Care: Moving Forward. RCN, London. September 2009
United Bristol Healthcare NHS Trust	Accident and emergency	<ul style="list-style-type: none"> As a result of identifying the need for a more appropriate room for relatives of seriously ill patients, staff in the A&E have become aware of their need to improve skills in breaking bad news to relatives
Westminster Primary Care Trust	Care home	<ul style="list-style-type: none"> The residents in the care home have been actively involved in new bathroom designs including the selection of furnishings and decoration

Developing Strategies for Reducing and Preventing Healthcare Associated Infections
(Partnership Programme between FoNS and NHS London)

In response to the need to reduce and prevent healthcare associated infections in care settings, FoNS launched a new programme Developing Strategies for Reducing and Preventing Healthcare Associated Infections (HAI) to offer expert support and facilitation to nurse-led teams (working in healthcare settings in London) over a 18 month period to:

- Explore issues around the responsibility of nursing teams in reducing/preventing HAI
- Identifying practice problems related to reducing/preventing HAI
- Developing a proposal for a practice development project/initiative to improve an aspect(s) of practice that will reduce/prevent HAI
- Enable the implementation of a strategy for developing, changing and evaluating practice

In addition to being supported through these processes by a FoNS Practice Development Facilitator, the project teams take part in a series of development and support workshops and receive a grant of up to £5000.00 to support the implementation of their practice development project/initiative.

The first six projects were recruited in May 2009 (table 7) and a further 10 commenced in October 2009 (table 8). The programme is underpinned by five full day workshops spread over the 18 months for each cohort. All the key project team members attend the workshops. The lead FoNS for the programme supports the project teams in the workplace.

Table 7: Developing Strategies for Reducing and Preventing Healthcare Associated Infections, Cohort 1, May 2009

Team & location	Project focus
Queens Mary's House, Continuing Care for Older People with Dementia. Camden and Islington Foundation NHS Trust	Developing staff knowledge and skill in preventing hospital acquired infections (HAI).
City and Hackney Teaching PCT (Transferring to Cohort 2)	Reducing infection from community to hospitals and vice versa. Focus on cross boundary working
Orthopaedic Ward, Ealing Hospital, Ealing NHS Trust	Exploring the ways in which wound infections can be prevented and reduced
Denham Unit, Continuing and Intermediate Care for	Exploring the use of communally used equipment by

Older People. Harrow PCT	clinical staff and the implications of this on infection control
A&E Department, Newham University Hospital, NHS Trust	Identifying current infection control practice and exploring the ways in which best practice, particularly in relation to aseptic care, MRSA screening and the provision of isolation, can be promoted and embedded into the service
Jeffrey Kelson Unit, Whittington Hospital NHS Trust	Exploring the ways in which front line staff can be actively involved in developing and sustaining new ways of working to reduce infections, particularly MRSA bacteraemia as a result of peripheral cannulation

Table 8: Developing Strategies for Reducing and Preventing Healthcare Associated Infections, Cohort 2, October 2009

Team & location	Project focus
Practice Development Team, Queen's Mary's Hospital Sidcup (x2 projects)	Exploring the reduction of HAI by improving wound assessment and management by developing a wound care pathway
Infection Control Team, Whipps Cross University Hospital	Developing robust processes to ensure patients at risk of HAI are identified early in the care pathway
Heberton Ward, St. George's NHS Trust	Exploring staff responsibility, identifying practice problems and developing a strategy to prevent HAI related to urinary catheterisation
Elderly Medicine, Charing Cross Hospital Imperial College NHS Trust	Reducing the number of patients who acquire c-difficile by taking a multidisciplinary approach
General Intensive Care Adults, Homerton University Hospital NHS Foundation Trust	Exploring current practice and ways this can be improved to reduce HAI
Trauma and Acute Cardiac Adult Unit, The Royal London Hospital Barts and the London PCT	Exploring ways of taking a multidisciplinary approach to reducing HAI
London Chest Hospital (x 2 projects)	Finding new ways of working to reduce the current incidence of surgical site infections
Adult Intensive Care Unit, The Royal London Hospital	Improving healthcare practice to reduce rates of ventilator acquired pneumonia (VAP)

As far as possible FoNS' Facilitator is taking a consistent approach with each project team in practice. This has included supporting the teams to examine their workplace context and culture, the nurses' roles and responsibilities and, attitudes, values and beliefs which impact on HAI's. Practice issues are identified using activities such as observations of practice, clinical audit and patient stories which are proving to be powerful way of identify the gaps in what practitioners believe takes place in practice and the day to day reality of practice.

One of the particular benefits of the programme has been the opportunity to bring teams together for the development and support workshop programme. The feedback from participants has indicated that the workshops are helping to reduce feelings of isolation that individuals and teams feel as they discover they are often facing the same challenges and sharing experiences and ideas can help them more readily find solutions and ways of moving forward.

A further benefit is the development of the project team facilitators. As part of the learning process they are all evaluating their development as leaders of practice development. This serves two purposes; firstly, they can track their own progression and secondly, it offers FoNS insight as to the effectiveness of our role in developing practitioners as practice development facilitators.

Patients First: Supporting Nurse-led Innovation in Practice
(A Partnership with the Burdett Trust for Nursing)

In 2009, we were delighted to be successful in becoming one of the first new Partners of the Burdett Trust for Nursing. This forward thinking approach by the Burdett Trust enabled FoNS to develop and deliver an exciting programme which would both encourage and enable nurses to work much more closely with patients and their families on developing and improving care delivery and services. 'Patients First' enables clinically based nurses to lead innovative local projects that develop nurses, nursing and healthcare practice to improve patient care in any healthcare setting across the UK. Each successful team receives direct support from a FoNS Facilitator; attends four development workshop days and receives a grant of up to £3,000 which can be used to support patient involvement and enhance implementation of their projects. In its first year the programme has proved to be our most popular to date with an unprecedented number of application packs being downloaded.

Fifteen projects in two cohorts are being supported in the first year of the programme. Nurses have demonstrated significant interest in this programme with successful applications representing a diversity of practice settings across the UK. All show a commitment to involving patients in evaluating and improving the care they receive. Development workshops delivered as part of the programme bring together 2-3 key members of each project team for joint learning and sharing on the issues of understanding practice culture and context, working with values and beliefs, effective team working and facilitation and evaluation of improvement in practice. This together with the direct support in practice will ensure FoNS leaves a legacy of skills and experience that can be used for on-going development and improvement of nursing practice.

Table 9 provides information regarding Cohort 1 which commenced in November 2009 and are due for completion in October 2010. A further call for applications was released at the end of the financial year. These projects will commence in March 2010.

Table 9: Patients First, Cohort 1

Location	Project title
Liberton Hospital, NHS Lothian	Meeting the needs of service users with bladder problems after a stroke
Cheshire and Wirral NHS Foundation Trust	Enabling participation of young people in planning and evaluating self harm services
Oxfordshire Learning Disability NHS Trust	Developing an inclusive approach for people with learning disabilities
Royal Berkshire NHS Foundation Trust	Call 4 Concern: patient led access to critical care outreach
Cambridge University Hospitals NHS Foundation Trust	Enhancing service delivery to children and young people receiving sedation for MTI and CT scans
Whipps Cross University Hospitals NHS Trust	Pro-active patient rounding: effective communication and support for patients in hospital
Gateshead Health NHS Foundation Trust	Evaluating a supportive care clinic for women with gynaecological cancer

3.2.2 Networking and Sharing

This area of work actively encourages practitioners to share the development and research work they are engaged in so as to promote the transfer of knowledge and good practice. FoNS achieves this through:

- The FoNS Website
- The Developing Practice Subscribers Area
- Electronic E-Newsletter
- Developing Practice Improving Care Dissemination Series

3.2.2.1 The FoNS Website

The website is the primary platform for communicating our activities, it also offers resources and support opportunities. Monitoring of web-statistics indicate that the site is increasingly valued by healthcare practitioners seeking information on improving patient care. However, we realised that the existing site was only partly enabling FoNS to both reach and support nurses in practice. Following review at the end of 2008, we invested in some small and simple changes to enhance the site and the messages it sought to share. In 2009, after more extensive review

FoNS developed a proposal to transform the site and launch a virtual Centre for Nursing Innovation. This investment will ensure we are even more effective in delivering our charitable objects and aims, being a valuable resource for nurses in practice. A number of tenders were sought and reviewed and toward the end of 2009, a contract for development was approved with a view to launch the new Centre in the summer 2010.

3.2.2.2 FoNS Developing Practice Subscribers Area

There are currently 100 nurses who are active subscribers. As part of the website redevelopment, the subscription based resources and will become integrated into the main site. All visitors to the site will easily be able to see the totality of the content of the site, including the subscription based pages and we will be able to signpost visitors to these sections on selected pages within the site. This will provide many more opportunities to raise awareness of these resources and promote subscription. The distinct area of the site and therefore the name will cease to be used.

We will also move to having just one database on the website offering several levels of association with FoNS:

- Visitors – these are people who access the site but do not wish to receive any communications directly from us. Their details will not be on our database
- Friends – these people will be required to enter basic details onto the database (first name, surname, email address). In return, they will receive an email alert to inform them about the release of the FoNS e-news (this will be web-based and accessed via one click from an email or from the website home page). These people will also be able to take part in interactive web based forums
- Associates – these will replace ‘subscribers’ and fall into two categories:
 - Those people who wish to access all areas of the site and have paid a registration fee (online payment option will be restored)
 - Project leaders (for the duration of their project)

We believe these developments will ensure FoNS delivers greater support to many more nurses.

3.2.2.3 The FoNS Electronic News

The e-newsletter and alerts offer a quick and easy means of reaching a large audience with information about how FoNS can help with making improvements to the care of patients. There are currently 5391 subscribers ranging from staff nurses in practice, ward sisters, matrons, nurse executives, researchers and educators.

3.2.2.4 The Developing Practice Improving Care Dissemination Series

To encourage the spread of proven developments and frameworks for change that help reduce the geographical variations in care, FoNS actively disseminates the projects it supports to healthcare settings across the UK. The series continues to be sent free of charge to all National Health Service and Primary Care Trust Nurse Executives and Nursing/Medical Libraries. Reports can be downloaded from the website and if requested a single fee lifetime subscription is available to those who wish to receive a personal printed copy of each report.

The series ensure the value and benefit of FoNS goes beyond the teams we directly support and with over 25, 000 reports downloaded annually from our website alone, we believe FoNS’ impact is reaching many healthcare settings and benefitting patient care.

3.2.3 Rewarding Excellence

FoNS continues to acknowledge and raise the profile of the excellent work of nurses, midwives and Health Visitors and the innovative ways in which they achieve high quality care. Traditionally the biennial awards programme has been a key way of recognising and rewarding nurses who demonstrate achievement and excellence. In this last year the Board have on several occasions discussed relative merits of the programme in the light of an increasing number of awards opportunities and the associated cost of providing such a scheme. With this in mind, the decision to undertake a major review has been agreed to look at how best we can continue to reward excellence in nursing practice.

3.2.4 Facilitation and Collaboration

3.2.4.1 Expert Facilitation

This is a key part of the work of FoNS and involves helping others to be more effective, achieve their goals and develop skills to facilitate future change. Facilitation is provided by telephone and email, as well as through the projects and initiatives FoNS supports and funds as part of its advancing healthcare practice work.

In addition, individual members of the FoNS team have offered expertise to a small number of external initiatives:

- Kate Sanders, Practice Development Facilitator provided expertise to the Royal College of Nursing (RCN) competency framework development
- Jayne Wright, Practice Development Facilitator has provided action learning to the regional Admiral Nurses who have lead practice development roles at 'For Dementia'

The charity was remunerated for this activity.

3.2.4.2 Collaborative Working

FoNS remains committed to collaborative working believing that working together with like-minded partners is the most effective way of achieving development at both a strategic and policy level. FoNS also continues to liaise with other similar charitable organisations to encourage sharing of ideas and explore ways in which joint working would enable more effective use of resources.

In 2009, we have continued to be a partner in the International Practice Development Collaborative (IPDC), delivering residential schools entitled 'Fostering a Culture of Effectiveness through Practice Development' in England, Scotland, Northern Ireland, Holland, Australia and New Zealand. Contributing to this collaboration is another valuable way in which FoNS' work can benefit the nursing profession and patient care by spreading and sharing knowledge, skills and expertise in practice development and change.

3.3 Fundraising

In 2009, FoNS CEO and Office and Fundraising Administrator have continued to seek new partnerships and funding from charitable trusts and companies to support its activity. However, like many organisations we have experienced difficulty in generating new funds as a result of the worldwide banking crisis and recession. We have had responses from several charitable trusts that indicate an unprecedented level of applications resulting in rejection of our proposals. However, we were delighted in April 2009 to become one of the first new 'Funding Partners' of the Burdett Trust for Nursing. This three year agreement has enabled us to develop and deliver our new 'Patients First' Programme.

FoNS was also successful in securing a Modernisation Fund bursary which enabled us to benefit from an external consultant to help us review activity and look at ways of increasing our resilience for the future. Whilst a subsequent application for a Modernisation Grant was unsuccessful, the review has prompted further work on increasing resilience through strategic planning during 2010.

At the end of 2009, we submitted a proposal to the General Nursing Council Trust for renewal of our programme partnership the decision regarding this will be made in June 2010. Finally, FoNS has also maintained its recycling schemes and encouraged participation in fundraising events such as parachuting and donation through shopping schemes. These have generated small amounts of income and importantly increased awareness of the need for funding.

3.4 Strategic Development and FoNS' Future

In the light of the funding challenges in the early part of 2009 and the new funding partnership it was necessary for the Chairman and CEO to revisit the agreed strategic priorities identified in the previous year. The revised priorities presented to the Board included operationalising the new partnership with the Burdett Trust, strengthening our existing partnerships, fundraising, strengthening relationships with Nurse Executives and maintaining contact with Patrons.

Future activity to a large extent has been influenced by the prevailing financial challenges. In 2010, FoNS will focus on increasing resilience and funding, maintaining quality in its partnership programmes and increasing profile and reach. One tangible way in which FoNS will address these will be the launch of the new Virtual Centre for Nursing Innovation.

FOUNDATION OF NURSING STUDIES
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In terms of governance, the Board have also agreed to review and strengthen the Board composition. This included recruiting new Trustees with business backgrounds as well as a nurse from clinical practice. Finally, the Chairman, Mrs Gill Stephens announced her plans to resign from the role at the end of the financial year. Trustees agreed that in the first instance a new Chairman should be sought from the current board members. Professor Dickon Weir Hughes assumed the role of Chairman on 1st May 2010.

3.5 Thanks to Our Supporters

To conclude this part of the report the FoNS Board of Trustees wishes to offer very grateful thanks to all our supporters:

- Age Endeavour Fellowship
- Antigone, Martha Lane Fox's Grant Giving Foundation
- Birmingham Hospital Saturday Fund
- Burdett Trust for Nursing
- Department of Health
- Edwina Mountbatten Trust
- Garth Construction Company
- General Nursing Council Charitable Trust
- LIC Fund Ltd
- Mrs E Tompkins
- Mrs van den Arend
- NHS London
- Pfizer Limited
- Rayne Foundation
- Richard Amis Trust
- Rosalyn and Nicholas Springer Charitable Trust
- Tompkins Foundation
- Westminster Foundation

4. Financial Review

The full audited accounts for the financial year 2009-10 follow from page 17.

4.1 Statement of Trustees' Responsibilities

The Trustees', who are also the Directors of the Foundation of Nursing Studies for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

4.2 Investment Policy

The careful monitoring of the portfolio continues to strengthen returns and reduce risk, evidenced by the revaluation gain of nearly £26,000. The investment managers provide quarterly reports and attend at least one board meeting per year.

4.3 Reserves Policy

To date it has been policy to maintain sufficient reserves at any one time to cover the projected running costs of the company/charity for the following 6 months. The Unrestricted Funds carried forward balance of £115,000 adequately meets this criterion.

Approved and Signed on behalf of the Foundation of Nursing Studies Board of Trustees

Signed: 

Date: 26.10.2010

Trustee & Company Director

PROFESSOR DICKON WEIR-HUGHES

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF THE FOUNDATION OF NURSING STUDIES

We have audited the accounts of the Foundation of Nursing Studies for the year ended 31 January 2010 set out on pages 17 to 23. These accounts have been prepared under the accounting policies set out on page 19.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As described on page 15, the Trustees, who are also the Directors of the Foundation of Nursing Studies for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the accounts give a true and fair view.

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether, in our opinion, the information given in the Trustees' Report is consistent with those accounts.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's accounts are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 January 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the Companies Act 2006; and
- the information given in the Trustees Annual Report is consistent with the accounts.

Signed: 

Date: 26/10 2010

A G Rich (Senior Statutory Auditor)
for and on behalf of H W Fisher & Company
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Statement of financial activities

Year ended 31 January 2010

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2010 £	Total 2009 £
Incoming resources					
Incoming resources from generated funds					
Voluntary income:					
Gifts and Donation	2	99,517	-	99,517	71,987
Sponsorship and Project Grants	3	-	345,554	345,554	135,935
Activities for generating funds	4	77	-	77	12
Investment income	5	4,914	-	4,914	12,171
Incoming resources from charitable activities	6	13,880	-	13,880	8,385
Total incoming resources		118,388	345,554	463,942	228,490
Resources expended					
Costs of generating funds:					
Costs of generating voluntary income		13,315	-	13,315	7,781
Investment management costs		1,400	-	1,400	1,341
Charitable activities					
Advancing Healthcare Practice	7	49,384	186,850	236,234	108,072
Networking and Sharing		27,243	2,254	29,497	44,181
Rewarding Excellence		1,826	-	1,826	8,364
Facilitating and Collaboration		16,665	-	16,665	21,294
Governance costs		7,088	-	7,088	9,507
Total resources expended		116,921	189,104	306,025	200,540
Net income resources before other					
Recognised gains or losses		1,467	156,450	157,917	27,950
(Loss)/Gain on investment assets	12	25,861	-	25,861	(33,342)
Net movement in funds		27,328	156,450	183,778	(5,392)
Fund balances at 31 January 2009					
		115,955	146,919	262,874	268,266
Fund balances carried forward		143,283	303,369	446,652	262,874

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

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Balance Sheet

Company Registration No 3583949 (England and Wales)

Year ended 31 January 2010

	Notes	2010 £	2010 £	2009 £
Fixed assets				
Tangible Assets	11	400		600
Investments	12	148,278		113,862
Total fixed assets			148,678	114,462
Current assets				
Debtors	13	13,548		26,984
Cash at bank		301,444		133,381
Total current assets		314,992		160,365
Liabilities				
Creditors: Amounts falling due within one year	14	17,018		11,953
Total current liabilities		17,018		11,953
Net current assets			297,974	148,412
Total assets less current liabilities			446,652	262,874
Funds				
Restricted income funds	15		303,369	146,919
Unrestricted income funds			115,371	115,955
Designated income funds	16		27,912	-
Total funds			446,652	262,874

The accounts were approved by the Board of Trustees on 26/10 2010 and signed on their behalf by:

PROFESSOR DICKON WEIR-HUGHES.

Signed: 

Notes to the Accounts

Year ended 31 January 2010

1 Accounting policies

Basis of preparation

- The accounts are prepared under the historical cost convention and comply with the Companies Act 2006
- The financial statements have been prepared in accordance with Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities: Statement of recommended practice" published in March 2005 and applicable to accounting standards.

Income resources

- Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable
- Investment income is accounted for when received and includes the related tax recoverable

Resources expenses

- Costs of generating funds include both direct and apportioned costs

Restricted funds

- Restricted funds represent grants received which are allocated by the donor to project specific purposes

Unrestricted funds

- Designated funds are amounts which have been put aside at the discretion of the Trustees
- General unrestricted funds represent funds which are expendable at the discretion of the Trustees in the furtherance of the Charity's objectives

Tangible fixed assets

- Depreciation is charged at a rate of 33% per annum

Investment valuation

- Investments are quoted at the market mid price value

Notes to the Accounts

Year ended 31 January 2010

	Unrestricted Funds £	Restricted Funds £	Total 2010 £	Total 2009 £
2. Gifts and Donations				
Tompkins Foundation	50,000	-	50,000	50,000
LJC Fund Ltd	10,000	-	10,000	10,000
Westminster Foundation	10,705	-	10,705	11,187
Rosalyn and Nicholas Springer Charitable Trust	300	-	300	-
Mrs Kathleen Jacques	27,912	-	27,912	-
Richard Amis Trust	-	-	-	500
Garth Construction Company	500	-	500	300
Mr P Kingsley	100	-	100	-
	99,517	-	99,517	71,987
3. Sponsorship and Project grants				
Mrs E Tompkins – Awards	-	-	-	5,000
Elsevier Ltd – Awards	-	-	-	1,000
Birmingham Hospital Saturday Fund – Awards	-	2,000	2,000	-
General Nursing Council Charitable Trust	-	40,000	40,000	30,000
Burdett Trust for Nursing	-	173,032	173,032	25,000
London Strategic Health Authority	-	130,522	130,522	74,935
	-	345,554	345,554	135,935
4. Activities for generating funds				
3 rd Party Commissions			22	12
Recycling income			55	-
			77	12
5. Investment income				
Dividends received			4,272	8,365
Bank interest			642	3,806
			4,914	12,171

Notes to the Accounts

Year ended 31 January 2010

	Total 2010 £	Total 2009 £
6. Incoming resources from charitable activities		
Consultancy	10,500	3,250
Subscriptions	3,380	4,297
Book Sales	-	14
Dissemination Mailing	-	824
	13,880	8,385

	Activities undertaken directly	Grant of Funding Activities	Total
7. Breakdown of cost of charitable activities			
Activities			
Advancing Healthcare Practice	108,164	78,687	186,851
Networking and Sharing	2,254	-	2,254
Rewarding Excellence	-	-	-
Facilitating and Collaboration	-	-	-
	110,418	78,687	189,105

	Advanced Practices	Total
8. Charitable Activities		
<u>Analysis of Grants</u>		
Whipps Cross University Hospital NHS Trust	3,000	3,000
Cheshire & Wirral Partnership NHS Foundation Trust	1,940	1,940
Gateshead Health NHS Foundation Trust	3,000	3,000
Royal Berkshire NHS Foundation Trust	2,883	2,883
NHS Lothian Liberton Hospital	3,000	3,000
Oxford Learning Disabilities NHS Trust	2,964	2,964
Cambridge University Hospital NHS Foundation Trust	1,800	1,800
University College London Hospitals	1,200	1,200
Imperial College Healthcare NHS Trust	5,000	5,000
Royal Bolton Hospital NHS Trust	4,900	4,900
Queens Mary's Hospital Charitable Funds	10,000	10,000
St George's Healthcare NHS Trust	5,000	5,000
Imperial College Healthcare NHS Trust	5,000	5,000
Camden & Islington NHS Foundation Trust	5,000	5,000
Newham University Hospital NHS Trust	5,000	5,000
Harrow PCT	5,000	5,000
Whittington Hospital NHS Trust	5,000	5,000
Borders Health Board Endowments	1,000	1,000
St Nicholas Hospice Care	2,000	2,000
Cardiff & Vale NHS Trust	2,000	2,000
East Sussex Downs & Weald PCT	2,000	2,000
Addenbrookes Hospital - Cardiac Rehabilitation	2,000	2,000
Total Grants	78,687	78,687

Notes to the Accounts

Year ended 31 January 2010

	2010	2009
9. Employees		
Number of employees		
Average number of employees was:		
Charitable Activities	5	4
	5	4
Employment costs		
Wages and Salaries	129,238	97,183
Social security costs	13,520	9,871
Pension Costs	7,251	5,345
Total Costs	150,009	112,399
<p>There were no employees earning over £60,000 None of the Trustees (or any persons connected with them) received any remuneration during the year but were reimbursed a total of £87 travelling expenses (2009: £264)</p>		
10. Auditors remuneration		
	1,175	1,254
11. Tangible assets		
		Computers & Office equipment
Cost as at 1 February		2010
Additions		15,860
Cost as at 31 January		-
		15,860
Depreciation as at 1 February		15,260
Depreciation for the year		200
Depreciation as at 31 January		15,460
Net book value as at 31 January		400
12. Investments		
Carrying value (market value) 1 February 2009	113,862	195,133
Additions at cost	39,472	4,239
Disposals at carrying value	(30,917)	(52,168)
Net gain/(loss) on revaluation	25,861	(33,342)
Market Value 31 January 2010	148,278	113,862
<u>Historical cost of Investments</u>		
Opening value	136,809	188,711
Closing Value	148,270	136,809

Notes to the Accounts

Year ended 31 January 2010

	2010	2009
13. Debtors		
Other debtors	7,652	22,600
Prepayments & accrued income	5,896	4,384
	13,548	26,984

14. Creditors		
Tax and social security costs	4,863	3,250
Other creditors	8,580	5,881
Accrued charges & deferred income	3,575	2,822
	17,018	11,953

15. Restricted funds	Balance at 1 February 2009	Grants & other income	Charitable expenditure	Balance at 31 January 2010
<u>Advancing healthcare practice</u>				
Age Endeavour Fellowship	1,057	-	(1,057)	-
Edwina Mountbatten Trust	1,057	-	(1,057)	-
Rayne Foundation	1,057	-	(1,057)	-
Pfizer	1,057	-	(1,057)	-
General Nursing Council Trust	24,890	40,000	(20,088)	44,802
Burdett Trust for Nursing	27,999	173,032	(75,496)	125,535
Antigone	4,114	-	(2,187)	1,927
Department of Health	2,500	-	(2,500)	-
London Strategic Health Authority	74,935	130,522	(80,352)	125,105
	138,666	343,554	(184,851)	297,369
<u>Networking and sharing</u>				
Freemasons Grand Charity	2,253	-	(2,253)	-
	2,253	-	(2,253)	-
<u>Awards</u>				
Elsevier Ltd	1,000	-	-	1,000
Birmingham Hospital Saturday Fund	-	2,000	(2,000)	-
Mrs E Tomkins	5,000	-	-	5,000
	6,000	2,000	(2,000)	6,000
	146,919	345,554	(189,104)	303,369

16. Designated funds	Balance at 1 February 2009	Incoming Funds	Charitable Expenditure	Balance at 31 January 2010
Estate of late Kathleen Jaques	-	27,912	-	27,912

Advancing healthcare practice: Supports individual practitioners and teams to focus on improving patient care, through the small grants and developing practice programmes

Networking and sharing: Actively encourages practitioners to share the development and research work they are engaged in through the FoNS website, electronic news and the Developing Practice Improving Care Dissemination Series

Rewarding excellence: The FoNS biennial awards programme acknowledges and raises the profile of nursing excellence and quality

Facilitation and collaboration: Offers direct expertise and help to nurses wanting to improve patient care and works in partnership with others to increase the effectiveness of its work

Designated fund: The FoNS received a legacy from the late Kathleen Jaques. After careful consideration, the Board decided that this fund should contribute to new developments such as the web-based Centre for Nursing Innovation which would enable greater use of FoNS support, education and resources among nurses and nurse-led team

