The Foundation of Nursing Studies (FoNS) is privileged, as an independent organisation, to be helping nurses to provide care for patients that is safe, effective and caring. Through our dedicated team, FoNS has gained an excellent reputation for the support it gives to nurses across the United Kingdom to transform the way they practice and care for patients.

FoNS’ focus on nurses and nursing at the frontline of practice is the best way of achieving its ultimate purpose of improving patient care. There is growing evidence that when nurses have the right support and are a valued part of the workforce they are much more able to deliver high quality care. Over a number of years, FoNS has taken a practical hands-on approach to helping nurses to make significant improvements to their practice and patients’ experience of care. Our enabling approach and our commitment to person-centredness, result in changes in attitudes, nursing practice and the prevailing workplace culture.

The changing landscape of health and social care and ongoing economic constraints continue to place a significant burden on providers to ensure care is the best it can be. FoNS is familiar with such challenges and we know that by creating opportunities for staff to flourish they can work creatively and flexibly to deliver care and services that are responsive, have the person at the centre and are experienced as safe, effective and caring. By continuing to build on what we are best at, FoNS’ Trustees and staff have reviewed the key purposes and work of the organisation in order to set out their strategic ambitions for the next three years.

Our Vision
To inspire and enable a culture across health and social care that values people, where patients experience care and services which are the best they can be and staff feel appreciated and supported.

Our Mission
To work in partnership with health and social care organisations to foster a commitment to person-centredness by valuing staff and enabling them to develop the knowledge, skills and expertise to provide nursing that is safe, effective and caring.

FoNS’ Approach
FoNS is a small but highly skilled and productive organisation. We have worked with nurse-led teams over two decades, more than 100 in the last 10 years, to lead innovation, improvement and culture change in practice. The way FoNS works is underpinned by the principles of emancipatory practice development including:

- Being person-centred
- Working with people and values
• Using skilled facilitation that is enabling rather than directing
• Providing support and challenge
• Helping people develop and grow
• Enabling inclusivity, collaboration and positive relationships
• Promoting life-long learning in practice
• Working creatively and systematically to achieve outcomes for practice
• Sharing innovation and learning widely to promote the spread of best practice

Our Central Commitments for the Future
• Advancing the nursing profession for the ultimate benefit of patients and their families
• Supporting nurses to be the highly skilled and caring practitioners they wish to be
• Promoting investment in innovation and transformational activities that result in more effective, safe and caring workplace cultures which put people at the centre and enhance everyone’s experience of health and social care

Strategic Ambitions and Objectives
1. To be a leader in transforming and improving practice across health and social care
   • By being the organisation of choice for those seeking support to improve health and social care
   • By providing facilitated programmes and bespoke solutions to support improvement and culture change in practice across health and social care
   • By providing expert facilitators skilled in enabling people to change how they work
   • By valuing, supporting and inspiring nurses and the teams they lead to be the best they can be
   • By influencing policy and decision making nationally, regionally and locally

2. To generate and share knowledge on practice improvement, innovation and transformation
   • By undertaking research and evaluation to increase knowledge and understanding of practice improvement, innovation and transformation activity
   • By writing, publishing and sharing widely examples of innovation activities demonstrating the processes and outcomes for health and social care practice
   • By maintaining a vibrant virtual Centre for Nursing Innovation that inspires and enables nurses to seek out ways of improving nursing practice and patient care
   • By extending further submissions to and readership of the International Practice Development Journal (IPDJ)
   • By connecting nurses so that they can network and share experiences and transfer knowledge via the Centre for Nursing Innovation and social media
3. To raise awareness of FoNS’ work and maximise its wider impact
   - By implementing a FoNS Honorary Associate Scheme to recruit nurses who have benefitted from our work to take on an ambassadorial role for FoNS in their locality
   - By proactively seeking publicity opportunities through nursing media
   - By expanding activity to spread FoNS’ work through social media
   - By promoting FoNS through conferences and events
   - By updating promotional materials

4. To maximise FoNS’ potential by strengthening and expanding partnerships and collaborations
   - By taking active steps to strengthen relationships with existing support and funding partners
   - By expanding the FoNS Partners Programme
   - By exploring the development of relationships with other key/related organisations (for example, Queen’s Nursing Institute, Florence Nightingale Foundation, Royal College of Nursing)
   - By establishing partnerships with other related organisations including charities, nurse education and health and social care providers

5. To maintain good governance and sustain steady growth
   - By supporting trustees to participate fully
   - By increasing funding partnerships
   - By developing new income streams through service delivery and consultancy
   - By enable staff to develop and flourish
   - By evaluating our success against our objectives

**FoNS - Inspire, Enable, Improve**

The strategic ambitions set out here clearly present our plans for development over the next three years. Whilst FoNS is already successful and we have an outstanding reputation with both the nurses we have worked with and our partners, we know we need to do more, extend beyond our current networks and reach a wider health and social care audience. Importantly, we want to make sure our expertise and support reaches the nurses and the teams they lead who are most in need and where it can have the greatest benefit. By working to realise our ambitions we believe we will achieve all this, as well as demonstrate an even greater impact on the quality of care and show more effectively how the FoNS approach really is making a difference.