

The Foundation of Nursing Studies

(A registered charity and private company limited by guarantee)



Trustees' Annual Report and Accounts

For the year ended 31 January 2023

Company Number: 3583949
Registered Charity Number 1071117

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Reference and Administrative Information

Year ended 31 January 2023

Charity Number: 1071117

Company Number: 3583949

Charity Address

11-13 Cavendish Square, London W1G 0AN

Trustees*

Caroline Alexander CBE MSc, BSc (Hons), RN
Kuldip K Bharj DL OBE PhD, MSc, BSc (Hons), RM, RN, DN (London), MTD, RSA Counselling Skills, IHSM Cert
Mark Bird RN, BSc (Vice Chair)
Tim Callaghan BA (Hons), ACMA, CGMA (Treasurer)
Sean Costello TD, MA
David Foster OBE, PhD, Hon FRCM, FRCN (Chair)
Stacy Johnson MBE, MSc, BSc, RN
Varun Kabra MBA
Ann McMahon PhD, MSc, BSc, PG Diploma, CMS, RMN, RGN, FRCN (resigned March 2023)
Geraldine Mirabile LLM

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

President

Dr James Bevan MB, MRCP

Vice President

Professor Tony Butterworth CBE, FMedSci, FRCPsych, FRCN, FRSA, FQNI, DSc (Hon)

Patrons

Baroness Mary Watkins of Tavistock RMN, MSc, PhD
Elizabeth Tompkins
Baroness Julia Cumberlege of Newick CBE, DSG, DL
Elizabeth Stallwood RGN, RM
Professor Jennifer Hunt Hon DSc, MPhil, BA (Hons), RGN
Sir Ron De Witt MA, BA (Hons), Dip N, RN
Gillian Stephens BSc (Hons), RGN, HV, Cert Health Econ

Chief Executive Officer & Company Secretary

Joanne Bosanquet MBE, RGN, RHV, QN, FRCN, FQNI, BSc (Hons), PG Dip, Pg Cert, MSc (Public Health), Hon DUniv (Greenwich)

Main Bank Account

HSBC, Belgravia Branch, The Peak, 333 Vauxhall Bridge Road, London, SW1V 1EJ

Investment Managers

Brewin Dolphin Securities, 12 Smithfield Street, London, EC1A 9BD
CCLA Investment Management, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Auditors

Haines Watts, Chartered Accountants, Old Station House, Station Approach, Newport Street, Swindon, SN1 3DU

Acknowledgment of Our Supporters and Partners

FoNS Board of Trustees wishes to offer very grateful thanks to all our partners and supporters in 2022-23(Table 1):

Table 1- (list not exhaustive)

The Burdett Trust for Nursing	The British Library Innovating for Growth programme
The Tompkins Foundation	North Central London Integrated Care Board
FoNS Patrons	Nursing Charities CEO Network
Department of Health and Social Care	Royal College of Nursing/RCNi
Care England	University of East Anglia/ImpACT Research Team
UK Chief Nursing Officers (CNOs)	University of Nottingham
Department of Health Northern Ireland	Skills for Care
The King's Fund	Abi Masterson
Nursing and Midwifery Council	University of Wolverhampton
NHS England	Health and care providers and commissioners
Office for Health Improvement and Disparities	Webigence
Health Education England	Peer reviewed nursing journals
The International Community of Practice (ICoP)	Queen Margaret University, Edinburgh
Hospice UK	England CNO Policy Network
The International Practice Development Collaborative (IPDC)	Sigma Theta Tau International
	Our Associate/Co-Facilitators and FoNS alumni
Markel 3 rd Sector awards/CMM	Council of Deans 150 Leaders programme
University of Surrey	Clinical Supervision Subject Expert Group (CS-SEG)

Message from the Chairman

Year ended 31 January 2023



'The Foundation continues to flourish. It has built on the success of last year and grown in size and stature. There have been more programmes of work, more commissions and more contracts to deliver with greater influence and impact. This has been achieved with enthusiasm and commitment by a team which has expanded in size to keep pace with the demand. The team has demonstrated that they are agile in their approach to designing programmes of work which keeps the purpose of the Foundation as relevant as ever. This has also meant that Joanne Bosanquet, our chief executive, has been prominently well placed to contribute to national policy development in new and exciting ways.

I particularly appreciate Joanne's leadership and everyone's efforts: it has been a demanding year and we continue to strive to support those on the frontline who are giving care in extremely difficult circumstances.

I am also grateful to the trustees whose commitment and support has been extraordinary. Their diligence and creativity have been crucial to engendering a culture of success for the Foundation. I also fully appreciate the support from our partners and sponsors without whom so much of this important work would not be possible.

Having been agile and responsive to the needs of our partners this year we look forward to the forthcoming year. I have no doubt the Foundation will continue to grow and develop.'

Dr David Foster OBE
Chairman

Trustees' Annual Report

Year ended 31 January 2023

The FoNS Board of Trustees present their annual report, including the strategic report and the audited financial statements for the year ended 31 January 2023. The reference and administrative information are set out on page 3 of this report.

Objectives and Activities

The Objects and Aims of the charity

FoNS was formally established as a registered charity in 1987 with two broad objectives that set out the original purposes:

- To advance education amongst the nursing profession regarding good nursing practices and to improved standards of nursing care, and
- To promote research into the effectiveness of nursing practice, ways of developing and improving practice and to share widely the outcomes of such work for the benefit of the public

Between late 2021 and early 2022, the FoNS team entered into a period of reflection and co-created the following vision, mission, and focus for the next three years.

Our vision - the team

FoNS believes all individuals should experience health and social care as person-centred, safe and effective. This includes those who are receiving care and those who are giving care.

Our mission

FoNS fulfils this vision by:

- Facilitating participatory learning opportunities for nurses and nurse-led teams that enable the development of individuals, teams, practice and workplace cultures to improve the experiences and outcomes of health and social care for all
- Generating and sharing new theoretical knowledge to inform improvement of the experiences and outcomes of health and social care for all
- Enabling our programme participants to generate practice knowledge that they can use to inform their future action

Our ways of working

The work of FoNS is underpinned by the following principles:

- Being person-centred by valuing and respecting the uniqueness, individuality, contribution and potential of all we work with
- Enabling collective leadership by working in ways that are collaborative, inclusive and participatory
- Working with individuals and teams to co-create shared values and goals that are realised in practice
- Creating learning environments that are safe, critical and creative
- Focusing on what matters to those we are working with

Our focus

Building on what FoNS has achieved to date, we will:

1. Work with nurses and nurse-led teams to co-create and deliver a variety of learning opportunities that help to develop their knowledge, skills and confidence in leading and facilitating change that improves care experiences and outcomes
2. Generate and publish knowledge and evidence that informs the development of people, practice and workplace cultures, which is open for all to read
3. Increase our reach and influence across the health and social care system
4. Grow and develop a team who can be agile in their ways of working and who are properly supported to achieve FoNS' vision

Our community

The work of FoNS is UK-wide with international reach. Our community is not defined by organisational boundaries. We primarily work with nurses and nurse-led teams in patient/resident-facing practice and with those who lead and manage services, while recognising the importance of nurturing and sustaining connections across all levels of the system.

Delivering Public Benefit

FoNS works with nurses and nurse-led teams, enabling them to develop themselves, their practice, and their workplace cultures, with the aim of enhancing the outcomes and experiences of those giving and receiving health and social care and their families. Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

FoNS is members of [NCVO](#), [Charity Comms](#) and [ACEVO](#). Our chair is a member of the [Association of Chairs](#).

Strategic Report

Year ended 31st January 2023

Achievements and Performance

We support teams to create the very best cultures of care and in the process, enhancing practice. We use evidence and facilitation to achieve this. We use practice development (PD), active learning and appreciative inquiry principles and focus on the person, in relation to person-centredness, person-centred team cultures and cultures of care.

FoNS' strategic ambitions and objectives continued to be realised through three interlinked approaches:

- **Improving Practice Programmes** which support individual practitioners and teams to focus on improving care, through our developing practice programmes, fellowships, scholarships, and residential schools
- **Sharing Knowledge and Networking** which actively encourages practitioners to share the development and research work they are engaged in through the 'virtual' Centre for Nursing Innovation (website), electronic weekly news bulletin, social media, conferences and webinars and peer reviewed publications. Additionally, FoNS currently hosts and publishes the peer reviewed International Practice Development Journal (IPDJ). A consultation is planned for 2022/23 amongst both Communities of Practice to ascertain the future stewardship of the journal as FoNS has held this position since its inception.
- **Support, Professional Advice, Expertise and Collaboration** which offers system-wide thought leadership and direct expertise to nurses and organisations to improve care, cultures of care and foster partnership to increase effectiveness, value, and impact at micro, meso and macro level.

Our visibility and reach are increasing year on year and we are regularly approached to share our insights and thought leadership on person-centredness, reflective nursing practice and values-based workplace cultures. It is always a real pleasure to be invited to sit on the judging panels for various nursing awards including the [Nursing Times](#), [RCNi/RCN and the Markel 3rd Sector awards](#). Our CEO remains the appointed Chair of Judges and FoNS the charity partner for the RCN Annual Nursing Awards (#RCNAwards). The long-term aim of this partnership is to establish person-centred care as a component of all award submissions. It continues to increase our visibility substantially and position FoNS at the heart of nursing excellence across the UK and beyond.

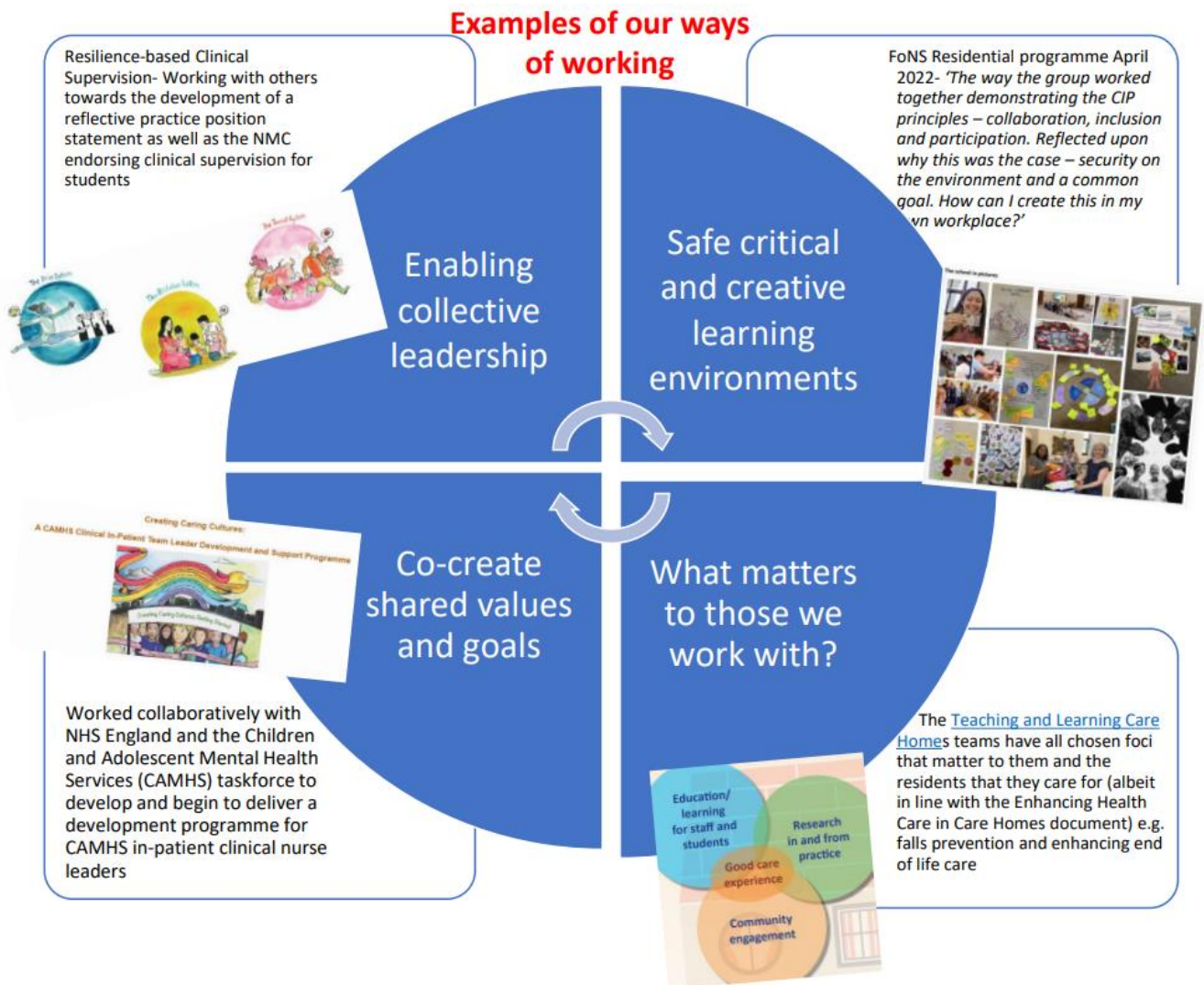
Reflective practice is the bedrock of our approach at FoNS and we remain members of a UK-wide Clinical Supervision Subject Expert group (#CSSEG), which has now been formalised as a core function of our partner the Florence Nightingale Foundation (FNF). This continues to demonstrate the power of collaboration, and we stand side-by-side with the FNF, who took the lead following a call to action from Directors of Nursing across the system to establish clinical/reflective supervision as a priority for nurses and midwives. The group has gone from strength to strength and a series of powerful [articles](#) were published in the Nursing Times journal in 2022. In May 2022, FoNS partnered with FNF, The Point of Care Foundation and QNI Scotland to publish our joint position paper 'Regular Protected Time For Reflective Practice in Nursing and Midwifery' <https://www.fons.org/resources/documents/Reflective-practice-joint-statement.pdf>.

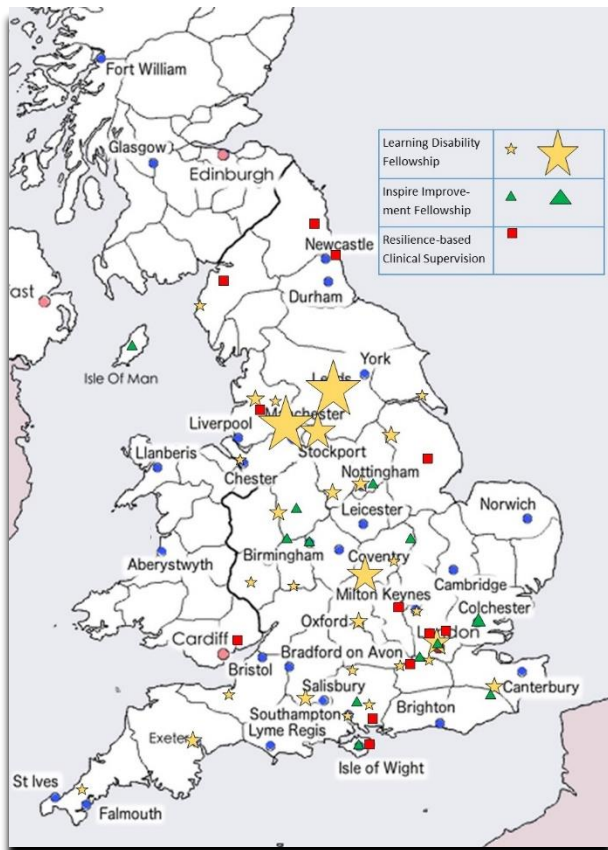
This was an important milestone for FoNS and summarised many years of influencing at various levels of the system. Our independence is a gift that we take very seriously.

FoNS will start working on our very first Impact Report in 2023 so watch this space!

Reflections and celebrations from our team

Below are some reflections according to the key foci of our 2022-2025 strategy.





We have extended our reach across the UK and beyond:

- A number of our programme participants have been able to influence policy at national level by joining Shared Decision-Making Councils and national advisory groups.
- Many participants have moved roles and become more confident to push through barriers to achieve their goals.
- Lots of our blogs are written by our alumni.
- Social media has been a great friend to many of our alumni. They go on to share their successes with us for years to come.
- We achieved time away together as a team. This was essential to rebuild and plan for the future. We started work on 'Building Success- Our Strategy', launched in May 2022.
- Our partnership with the Burdett Trust for Nurses continues to grow and strengthen.
- We demonstrated our international collaboration by publishing a co-produced Guiding Lights framework which has rejuvenated us as well as demonstrating the value of FoNS investing in research.
- Kate Sanders completed her PhD. We are looking forward to sharing Kate's success as she enters her post doc stage.
- Our team are very active nationally and we continue to contribute to a number of important workforce development programmes such as the [CS-SEG](#), Mental Health Nursing careers programme, Learning Disability and Community Nursing Plans for England and Wales, and most recently,

partnering with England's Chief Nursing Officer's team to develop the person-centred practice pillar of the forthcoming strategy.

Plans for the Future: we continue to embed reflection into practice

In our last two annual reports, we reflected on the wellbeing needs of our profession as we continued through the phases of the global pandemic and the recovery phase where, in the words of the World Health Organization, we "build back better". In 2022, the global health and care workforce crisis is evident as the true state of the world's wellbeing is coming to the fore. The prolonged pandemic and many years of underinvestment has escalated a decline in existing workforce numbers as many nurses feel undervalued, are morally injured, are questioning their future or deciding to leave the profession due to the inability to provide person-centred care.

Staff health, wellbeing and retention therefore remain high priorities across the UK health and care economy. FoNS supports the system by influencing decision making at a micro, meso and macro level. The Nursing and Midwifery Council, the UK's nursing and midwifery regulator and our CNO national Health and Wellbeing Group enable us to facilitate a national conversation on restorative or clinical supervision and we continue to develop the programme and adapt this to local needs. In 2023, we will be expanding the programme beyond the NHS so watch this space.

We believe that reflective practice is a prerequisite for professional growth, advancing safe and effective evidence-based practice and interprofessional collaboration. As such, FoNS will continue to prioritise our focus on staff wellbeing, establishing effective workplace cultures and person-centred practice.

Succession planning is paramount. We continue to grow and we now have four experienced facilitators who are focusing on supporting and developing a cadre of Associate Facilitators working on a flexible basis. We are looking forward to embedding our strategy for 2022-25, increasing our reach, working across the health and care system and influencing at all levels.

Celebrating our programmes throughout 2022-23

Improving Practice Programmes

We believe that individuals should experience care that is high quality and person-centred. Whilst the responsibility for continuously improving the quality of care lies with all health and care professionals, nurses as leaders, commissioners and direct care providers have a key role in leading and facilitating change. In FoNS' experience, identifying, understanding, and responding to practice challenges can be tough and complex. Our improving practice programmes are therefore designed to inspire and support nurse-led teams to work through such complexities by drawing upon the key principles outlined above on page 5.

We create, facilitate, and offer safe spaces and excellent learning environments both virtually and face-to-face in small groups and 1:1 sessions, where participants can focus on leading and facilitating practice development towards the creation of workplace cultures that are person-centred, safe and effective. Despite the difficulties faced by organisations during the recovery from the pandemic, FoNS has delivered several programmes involving support to nurse-led teams leading improvements to care. These are described below. Details of all the active programmes are available [here](#).

Inspire Improvement Fellowship and Programme



<https://www.fons.org/programmes/inspire-improvement>

Led by Jo Odell, this exciting programme is part of our successful, ongoing partnership with and funding from The Burdett Trust for Nursing. The programme aims to equip clinical leaders to develop skills and expertise in facilitating improvement and culture change at the front line of practice; it is underpinned by the [‘Creating Caring Cultures’](#) framework and resources developed by FoNS over a number of years.

The Creating Caring Cultures model encompasses the delivery model for this programme:

- Exploring values and beliefs to create a shared vision
- Facilitative leadership
- Understanding workplace culture
- Starting and experiencing active learning
- Participatory evaluation

To date the programme has supported 56 fellows (in 5 cohorts) and you can meet them here: [Inspire Improvement - Current Fellows](#). The fellowship, which runs for twelve months, uses a blended approach with both virtual and face to face learning sessions. There are two virtual learning blocks, which are held every Thursday afternoon for seven weeks (Sept-Oct and Feb-March) and two workshops held face to face (July). The fellowship also offers 1:1 virtual support from the FoNS facilitator in between the learning blocks and a small bursary. The fellowship is regularly evaluated to demonstrate the impact for the fellows and you can view the evaluations here: [Inspire Improvement – Evaluations](#).

This is what one fellow said about the impact for them personally of taking part in the fellowship:

“My confidence has grown and improved for the better, I feel like a leader who is equipped with tools that I can use to facilitate change in caring cultures. I would not have ever felt the confidence to do so without taking part in the Inspire Improvement Fellowship programme. It has impacted on me as a leader, the trust and organisation, the staff I work with and the patients in our care. Culture is more caring and improvement is already visible. It has taught me to personally consider what is important to my life and make positive change.”

FoNS Inspire Improvement Fellowship Alumni

The purpose of the alumni is to enable strong connections, relationships and dialogue across the cohorts of fellows that have completed the programme and to be a forum for inspiration and support in their continuing work in facilitating and creating caring cultures in the workplace. There are virtual events which are held 8 weekly and an annual face to face event.

Teaching and Learning Care Homes (TLCH): Inspiring and Impacting

A partnership programme with Care England, funded by the Burdett Trust for Nursing

<https://www.fons.org/programmes/teaching-care-homes>

Led by Kate Sanders, this programme was established following a successful pilot initiative in 2016, led by Care England and funded by the Department of Health. In early 2017, Care England secured funding from the Burdett Trust for Nursing to support nurse-led teams from ten further homes over two years. Year 2 ran from March 2018 to February 2019; and Year 3 began in April 2019. Opportunities have also been created for the teams to meet as a TLCH Community. The ongoing development of this programme has provided the opportunity to continue to:



- Raise the profile of care home nursing by sharing the learning and developments achieved. This will be even more important when every Integrated Care Board in England establishes its Social Care Nurse Advisory Council
- Support the development of a network of care homes that can act as 'critical friends' or 'buddies' to other homes
- Create wider learning opportunities for the care sector by supporting both local and wider events
- Add to the body of knowledge through publications

Current programme

Kate is currently working in partnership with Jonathan Webster, from the ImpACT Research Group based at the University of East Anglia, facilitating a locality based TLCH programme commissioned by Norfolk and Waveney ICB.

Key messages:

- Three care homes are actively engaging in the programme, working on initiatives to enhance falls prevention and care at the end of life
- Teams are meeting monthly with MDT colleagues from across the ICB. These meetings are creating opportunities for the development of greater understanding and support
- Deborah Sturdy, Chief Nurse for Adult Social Care visited the homes in January 2023
- Contextual factors continue to impact on the extent to which teams are able to engage and progress



Future developments

The programme continues to receive guidance and support from an advisory group. This is invaluable, providing the appropriate level of critical challenge and direction. Momentum about the importance of social care nursing and nurse-led teams has continued and FoNS is supporting the newly appointed Chief Nurse for Adult Social Care for England.

There will be some very exciting news coming in 2023 relating to our work in social care. Watch this space!

Creating Caring Cultures Fellowship, for aspiring leaders and early career frontline Registered Learning Disability Nurses



Led by Giselle Cope, this 12-month programme, [Creating Caring Cultures Fellowship for Learning Disability Nurses](#) commenced in the autumn of 2020. The programme is now in its second year which commenced May 2022. This has been commissioned by, England's CNO and NHS England Learning Disability national team.

The Fellowship is a development opportunity for aspiring leaders and early career frontline Registered Learning Disability Nurses (RLDN) to facilitate person-centred cultures of care which are safe and effective. It is structured around the FoNS [Creating Caring Cultures model](#) and it is open to early career RLND nurses who are up to 5 years post registration and who are working in any health or care setting within England.

An executive summary drawn from the independent evaluation of year 1, which was undertaken by the Impact Research Team at the University of East Anglia, researched and authored by Carolyn Jackson, Dr Lynn Furber and Daniel Marsden, can be located via [the FoNS website](#).

The authors concluded six main impact themes for year one participants which were:

1. Improved self-awareness and self-confidence
2. Development of person-centred leadership skills for facilitating effective workplace cultures
3. Creative learning strategies that support reflection in, through and on practice
4. Self-improvement and career progression
5. Support networks and overcoming challenges together
6. Impact on teams and services

Year 2 of the programme, which commenced on the 18 May 2022, will support a further 3 cohorts totalling 42 early career RLND nurses through this bespoke programme of support and development. The programme will conclude with a face-to-face celebration event on the 21 September 2023.

A reflection shared by a current participant following the programme:

"This programme has helped me realise so much about myself. It has reminded me of the value and importance of being an LD nurse, it has linked me up with brilliant activities and skills to help me and my colleagues reflect on our journeys through our nursing careers. This programme has helped re-align me with my LD nursing identity and help me strive to be the best LD nurse I can be. Without this course I do not feel I would be where I am now (just found out I have been given a new job for a brand-new post funded by HEE to become an advanced clinical practitioner in LD and Autism!)."

Commissioned programmes

Creating Caring Cultures

<http://www.fons.org/learning-zone/culture-change-resources.aspx>

FoNS' Getting Started with Culture Change resources continue to be highly valued and interest in support with culture change in the workplace continues to grow.

FoNS is increasingly approached to present the work to conferences, webinars and organisations across health and social care; especially from those seeking to explore ways of strengthening more person-centred ways of working, enhancing leadership, and creating more caring workplaces. Our [Creating Caring Cultures animation](#) has now been viewed over 20,000 times, with 4,000 views in the last 12 months alone.

Creating Caring Cultures Programme for Child and Adolescent Mental Health Ward Managers

Lead Facilitator: Kate Sanders

This programme has been commissioned by the NHS England Mental Health Taskforce. The aim of the programme is to enable ward managers, clinical team leaders (programme participants) working in in-patient units across England, to develop knowledge, skills and confidence in leading and facilitating the development of person-centred cultures of care, by engaging and inspiring their teams through role modelling and collaboration, inclusion and participation. The programme is structured around the [FoNS Creating Caring Cultures model](#) which is underpinned by the principles of practice development and the Person-centred Practice Framework. FoNS is working closely with members of the CAMHS Taskforce to deliver this programme.

Key messages:

- The programme commenced in May 2022 and is being delivered to 60+ participants in 7 cohorts
- Three cohorts have now completed the programme, the remaining cohorts will be complete by November 2023
- FoNS is regularly reporting to the Mental Health Quality Taskforce
- Evaluation of the impact of the programme on participants and their practice is underway
- A celebration event is being planned for 3rd October 2023

Resilience Based Clinical Supervision (RBCS)

Lead Facilitator: Grace Cook

The aims of the [RBCS](#) champion and cascade programme are:

- To enable practice development nurses/facilitators, clinical educators etc. and those already familiar with models of clinical supervision or reflection (Champions), to develop the necessary knowledge, skills and confidence to implement RBCS (Cascade) with nurses, nursing associates, allied health professionals, students and care workers, across organisations
- To support the development of a resilient workforce and organisation who are able to protect themselves from the emotional and physiological impacts of their roles and 'develop cognitive transformation practices, education and environmental support' (Stacey, 2018, p 5)

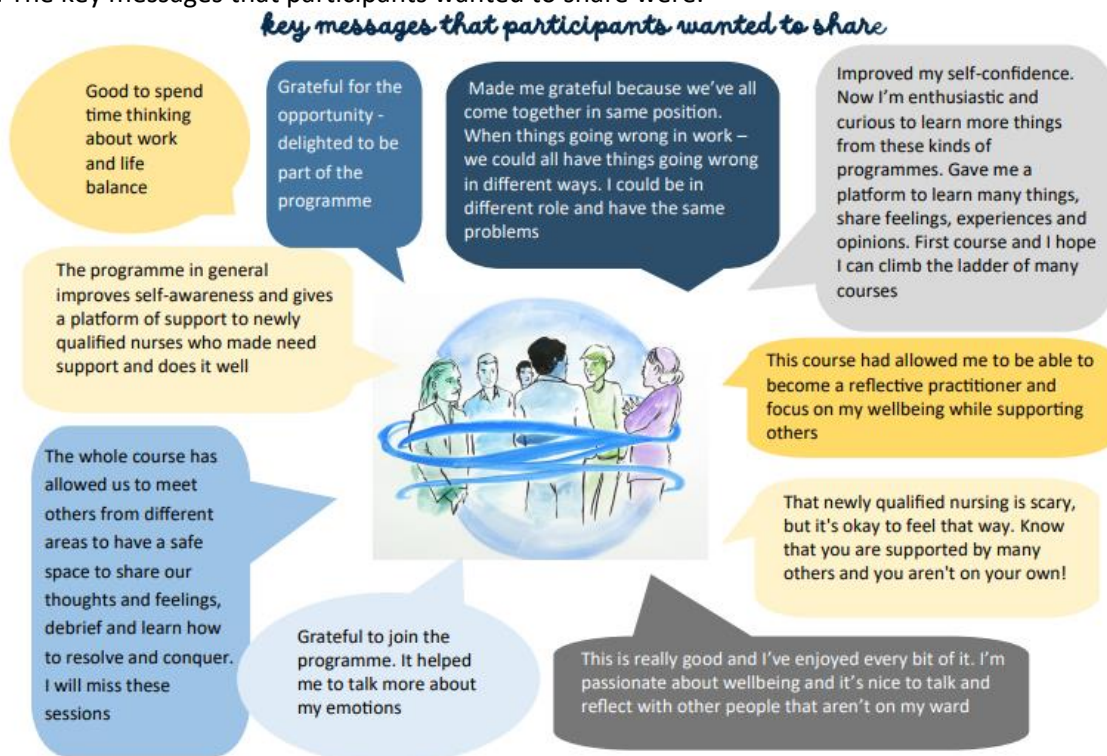
FoNS has been facilitating RBCS programmes since 2020 with Grace Cook leading the programme since August 2021. Grace, alongside the core team and Associate Facilitators, who grew in number during 2022, facilitated 177 sessions over 36 completed cohorts. On top of the North London Integrated Care System Programme and the Health Education England South-East Programme, 194 participants commenced (and subsequently completed) a RBCS programme. This included participants from the United Kingdom as well as Australia, Canada and America.

Health Education England Newly Registered Nurses

Following the success of a RBCS programme for student nurses in 2021, Health Education England supported a similar programme for newly registered nurses. The aims of the programme were:

- To enable up to 24 newly registered nurses to experience RBCS and develop the necessary knowledge, skills, and confidence to become peer facilitators in the future
- To support the future development of a flourishing workforce who are able to protect themselves from the emotional and physiological impacts of their roles and 'develop cognitive transformation practices, education and environmental support' (Stacey, 2018, p 5)
- To increase awareness of compassionate flow within the workplace and the impact of context, environment, and culture
- For participants to be introduced to and partake in a participatory evaluation

We were inundated with applications for this programme, with over 150 individuals applying from a variety of areas of practice. The key messages that participants wanted to share were:



The full report for this programme is available [here](#).

Healthier Lancashire and South Cumbria Vaccination Nurses

Between May 2022 and December 2022, twenty-two healthcare professionals working within the mass vaccination services across Lancashire and South Cumbria completed a RBCS Champion and Cascade Programme. This was a turbulent time for participants as in November 2022, official notice was given that the mass vaccination services would be closing in December 2022. This meant that some staff were being redeployed back to previous services. Others, on a fixed term contract, started to consider alternative appointments. Some left during this period due to change in job, some retired and others remained until the closure of services.

Participants reported a positive experience of engaging with RBCS during this time. It was felt by participants that a safe space for sharing with individuals within the same context enabled a connection that supported individuals to not feel alone. Skills for their personal resilience were developed, including awareness of the emotional regulation systems and grounding. Participants wished to support others in this way and planned to do this within their new workplaces.

Resilience Based Clinical Supervision South-East Project (Health Education England South-East)

Project Manager: Sue Hill

Sue Hill joined the organisation to project manage the rollout of RBCS across the South-East region of England. The remit was to enroll up to 144 people onto the programme, which was designed as a champion and cascade programme. A steering group was established with nine members, six being external to FoNS. An external evaluation was commissioned, and talks took place as to the expectations and timescales of the evaluation.

The first cohort commenced in September 2022, with nine cohorts commencing by the end of January 2023. Recruitment onto the programme was via emails sent to all Learning and Development departments across the South-East region. It was hoped that people with facilitation skills and a willingness to offer supervision sessions would make up the majority of delegates. By the end of January 2023, 24 cohorts were planned with many of them filled. The interest in RBCS across the South-East was growing in every Integrated Care System and this bodes well for the coming year.

Other News

Following Joanne, Grace and FoNS Students attendance at the Nursing and Midwifery Council (NMC) Professional Strategic Advisory Group (PSAG) in 2021, the NMC published a statement endorsing clinical supervision as part of undergraduate programmes. Grace attended a webinar on 25 April 2022, hosted by Florence Nightingale Foundation, alongside the NMC to discuss the RBCS Student programme. This was well received and you can read about this [here](#).

Due to the popularity of the physical booklet for RBCS we began to run out in Autumn 2022. We used this opportunity and updated the booklet, and the second edition was published in January 2023. We used this opportunity to include the learning since we have been facilitating RBCS at FoNS, as well as updating some of the images so that it is more representative of the workforce. You can view the now renamed Facilitator Companion [here](#).



NHS E/I Guiding Lights for an effective workplace culture: a programme for community nursing teams

Lead Facilitators: Kate Sanders (FoNS) and Jonathan Webster (University of East Anglia)

Key messages:

- A new programme of work commissioned by Norfolk and Waveney ICB is due to commence in summer 2023. A further programme may follow in the autumn
- A programme is currently being negotiated with an ICB in the north of England

Scholarships and fellowships

Richard Tompkins Scholarship

<https://www.fons.org/programmes/scholarships>

This is an exciting development opportunity for a registered nurse, midwife or health visitor who is committed to developing person-centred cultures of care. Launched in 2013, the scholarship is open to practitioners who are working clinically in any health and care setting UK-wide, and is targeting, those at ward sister, team manager level or equivalent. The late Richard Tompkins CBE, British entrepreneur and founder of Green Shield Stamps and Argos saw



the potential of FoNS to enable nurses to develop knowledge and skills that benefit those we serve. The Tompkins Foundation remains a valuable supporter of FoNS, and we are delighted that Mrs Elizabeth Tompkins is supporting this scholarship opportunity. Each year, the scholarship offers:

- A fully funded place at the 5-day FoNS Residential Programme 'Fostering a Culture of Effectiveness through Practice Development'
- The opportunity to work towards academic accreditation as a distance learner (20 CAT points at level 6) from Canterbury Christ Church University, Kent
- 12 months' mentorship from FoNS to support an innovation in practice
- The opportunity to work towards publishing a paper in a peer reviewed journal

Giselle and Kate are continuing to support the two successful RT scholars from 2021, ahead of them attending our deferred practice development school which will run in August 2022. They meet regularly with Elizabeth (Lizzie) Christie, who is a neurodevelopmental nurse specialist/independent nurse prescriber, currently working in Hampshire Children and Adolescent Mental Health services, and Titilayo Babatunde, who is a health visitor team co-ordinator based in Hackney. During these active learning sessions, Lizzie and Titilayo are becoming more familiar with the theoretical underpinning of person-centredness and practice development and exploring how they can begin to work with these ideas with their teams. Lizzie and Titilayo will hand over the scholarship at our annual celebration event in May 2023.

Residential Programme: Developing person-centred, safe, and effective cultures through practice development

<https://www.fons.org/programmes/schools>

We were thrilled to be able to facilitate our very popular week-long residential school in August 2022. The school was sold out and we had a waiting list!

THE FOUNDATION OF NURSING STUDIES (FoNS)
(A registered charity and private company limited by guarantee)

Final reflections from the evaluation report were, *“Overall, the facilitators felt the week had been successful with participants highlighting the development on new knowledge, skills and confidence in facilitating the development of person-centred cultures. The facilitators were positive about the changes to the curriculum, identifying that using the person-centred practice framework as the central thread created a greater sense of coherence across the week. Additionally, the Fundamentals of Person-centred Healthcare Practice book proved to be a very useful programme companion.”*

We will continue to develop and grow the programme in response to participatory evaluation outcomes and are looking forward to 2023 when we welcome Dr Michele Hardiman (@mhtiaquin) to co-facilitate with us.

International Practice Development
Collaborative Foundation School

Hosted by the Foundation of Nursing Studies

1st-5th August 2022

Developing Person-centred, Safe and
Effective Cultures through Practice
Development:
School Evaluation Report



Sharing Knowledge and Networking

In line with our strategic ambitions, this workstream focuses on ways FoNS can support practitioners by freely sharing resources and ways of working and can support the development and dissemination of the practice and theory around practice development and person-centredness through the programmes and the IPDJ.

FoNS Alumni

The purpose of the alumni is to provide a variety of events (both virtual and face to face) to enable people that FoNS has worked closely with, to stay energised and inspired as well as provide a channel for people to promote the work of FoNS.

Centre for Nursing Innovation <https://www.fons.org>

The FoNS virtual Centre for Nursing Innovation remains highly regarded and offers a very valuable resource for anyone in nursing (or related fields) interested in changing and developing practice. The table below highlights the most popular pages with visitors. Visitor numbers between 1 February 2022 and 31 January 2023

Total sessions: 74,893

Home page	6,825
The International Practice Development Journal	3,932
The Richard Tompkins Scholarship	3,796
The Inspire Improvement Programme	2,995
Clinical Supervision Resources	2,592
IPDJ Vol 9 2 8	1,359
The Learning Disability Nursing Fellowship	1,173
IPDJ 7 17 2	1,129
The FoNS Residential Programme	1,023
FoNS Blogs	910

The International Practice Development Journal (IPDJ)

Editors: Dr Kate Sanders and Dr Caroline Dickson

The [International Practice Development Journal](#) (IPDJ) is hosted by FoNS and is published by FoNS in association with the International Practice Development Collaborative (IPDC) and the Person-centred Practice Research International Community of Practice (PcP-ICoP). We continue to publish two issues annually all free, open access to readers and authors: a unique resource to the nursing and multidisciplinary professions across health and social care. In 2022-23, we published two issues (in May and November 2022) plus a special issue in July 2022 *Developing a pan-European Person-centred Curriculum Framework: a whole systems approach*. The IPDJ has a Twitter account (@theIPDJ). The journal continues to grow its readership and articles have featured in social media discussions and tweet chats.

Professional Advice, Expertise and Collaboration

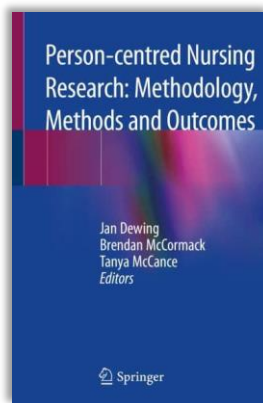
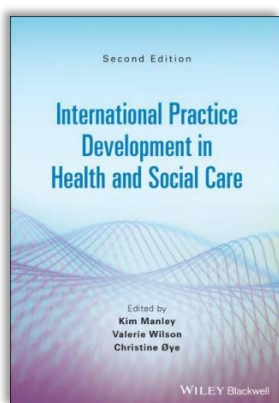
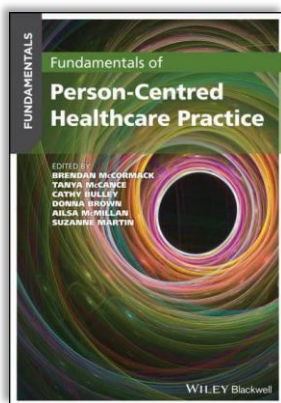
In addition to our funding partnerships, FoNS has a reputation for fostering positive collaborative relationships with organisations and people who share our commitment to supporting nurses and person-centred nursing practice. We are also keen to share our experience and expertise by offering bespoke programmes of support. During 2022/23, in line with our strategic ambitions, we strengthened existing collaborations.

FoNS core team are members of various UK-wide and national professional groups and are encouraged and supported to develop their professional networks and areas of interest.

International Collaborations: The International Practice Development Collaboration (IPDC) and the International Community of Practice for Person-centred Practice (PcP-ICoP)

FoNS continue to be active members of the IPDC and PcP-ICoP. These collaborative relationships provide FoNS with international connections and profile. We are actively engaged in knowledge generation and translation. Team members have been involved in writing articles and chapters for books led by both collaborations.

1. Fundamentals of Person-centred Healthcare Practice (McCormack et al 2021) (Eds) [Wiley Blackwell](#).
2. International Practice Development in Health and Social Care. 2nd Edition. (Manley et al., 2021) (Eds) [Wiley Blackwell](#).
3. Person-centred Nursing Research: Methodology, Methods and Outcomes (Dewing et al., 2021) (Eds). [Springer](#).



Financial Review

The full audited accounts for the financial year 2022-23 follow from page 26. They have been prepared in accordance with the Statement of Recommended Practice applicable to charities and in accordance with the Financial Reporting Standard FRS102.

The year ended 31 January 2023 saw a dramatic increase in income and activity following two challenging years of the pandemic. Our major programmes were all running as planned for the whole year and there was increasing demand for our resilience based clinical supervision workshops. We were delighted that our Residential Programme could proceed after two years of postponement; as usual this was hugely well received.

Total income in 2022-23 was £685,310 compared to £350,743 in 2021-22 and £301,660 the previous year. The average income over the preceding 10 years was £403,261 (2013-2022). We anticipate that the forthcoming year will at least match 2022-23 as we widen our programme and reach more participants.

We continue to witness a shift from grant-funded work to commissioned work shown by unrestricted income increasing on previous years at £415,605 (2021-22: £223,903 and 2020-21: £137,103). We are forecasting that this will continue.

Expenditure on charitable activities also increased dramatically on 2021-22; charitable expenditure was £596,793 (2021-22: £450,274 and 2020-21: £347,195). The average charitable spend over the previous 10-year was only £399,719 (2013-2022).

Our strength of restricted programme delivery reflects our reputation for leadership, engagement, and professional development within the nursing sector. The charity will continue to develop these innovative areas but will also expand its workshops to bring its unique expertise to a wider audience. The charitable expenditure follows this theme with £375,373 (2021-22: £261,653) being spent in 2022-23 on improving practice programmes and £156,711 (2021-22: £144,380) being spent on resilience programmes. Similarly, £37,687 (2021-22: £25,630 and 2020-21: £9,924) was paid out in bursaries to various professional nursing teams and individual nurses to improve nursing practice. An analysis of grants can be seen at note 8 to the accounts.

The charity made an overall surplus of £68,089 in 2022-23 repairing much of the deficit of £87,493 in 2021-22. There was a surplus on unrestricted activities of £48,919 despite a loss on investments of £18,003 (2021-22: a surplus of £47,320 after an investment gain of £14,208).

The charity's balance sheet on page 28, shows an increase in total funds due to the overall surplus in the year; total funds were £514,114 compared to £446,025 in 2021-22 and £533,518 in 2020-21. Unrestricted funds strengthened further, to £254,604 (from £239,885 in 2021-22 and £192,565 in 2020-21). We anticipate a further strengthening of unrestricted funds over the forthcoming year.

The trustees monitor financial performance closely through detailed quarterly management accounts and finance reports, which include six key performance indicators. All these KPIs have improved significantly over the last three years and most are on or exceed their target. The exception is the level of free reserves compared to total expenditure expressed in months, as explained in the next section.

We are fortunate that the value of our investments did not show a huge downturn given the turbulence on the markets over the year.

Reserves Policy

Total reserves at the year-end amounted to £514,114 (2021-22: £446,025 and 2020-21: £533,518), being £225,310 (2021-22: £206,140) in restricted funds, £34,200 (2021-22: £34,200) in designated funds and £254,604 (2021-22: £205,685) in unrestricted funds. Details of the restricted and designated funds are given in note 15 and 16 to the accounts, respectively.

To date, it has been policy to maintain sufficient reserves at any one time to cover the projected running costs of the charity for the following 6 months. The Unrestricted Funds (including Designated Funds), which in the case of the Foundation equate to the 'free reserves' of the charity, amounted to £288,804 (2021-22: £239,885). These nearly meet this 6-month criterion and represent 5.78 months (2021-22: 6.36 months) of total expenditure. Given the huge increase in expenditure and activity over the last two years, the trustees are content with the level of this KPI. The statement of cash flows shows that there was an inflow of cash reserves of £216,394 during the year (2021-22: outflow £26,732). The trustees are happy with the level of reserves and consequently regard the charity as a going concern.

Investment powers and policy

The trustees seek to balance the liquidity requirements of the charity with their duty to ensure a suitable rate of return and income to the charity to develop its work for the public benefit. The trustees also take the level of unrestricted funds into account when deciding on the ratio between investments and funds held in fixed interest bonds, deposit, and current accounts.

The careful monitoring of the portfolio continues to strengthen returns and reduce risk in an often-turbulent market. The primary aim of the investments is to produce income whilst preserving the capital value of the funds. The trustees invite the current investment managers to meet with them periodically to discuss the portfolio and compare their plans with other managers in the market. The managers also provide quarterly reports. The charity has established a Finance and Investment sub-committee to consider various investment options for the charity's reserves and to consider the balance between investments that produce a capital and income return with investments offering only deposit interest but complete protection from falls in the market.

The trustees have spread some of the liquid assets between institutions as a precautionary measure and to maximise income during a period when deposit rates are very depressed.

Principal Risks and Uncertainties

Over recent years FoNS has become more successful with generating unrestricted income.

However, with increased pressure on resources across health and social care and the ongoing effects of Covid-19, the availability of funds to support development opportunities for nurses may be affected. It will be important for FoNS to continue to demonstrate the impact and value for money of our programmes and support offer to maintain the uptake of school places and commissioned programmes, as well as continue to develop blended approaches, i.e., digital programmes and grow the cadre of Associate Facilitators.

FoNS continues to be a lean charity, with 7 staff and a small but growing number of Associate Facilitators. Our challenge for 2023-24 and beyond is to develop an organisational development strategy that will attract nurses into the charity sector.

Governance, Structure and Organisation

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.

Organisational Structure

The Board of Trustees meet quarterly to administer the charity. In addition, an investment and financial sub-committee has met, and a remuneration committee meets annually to review staff remuneration.

The Chief Executive Officer (CEO) was appointed by the Trustees to lead and manage the day-to-day operations. The Chairman leads an annual appraisal process for the CEO and all board members.

Appointment of Trustees

Trusteeships are reviewed by the Board of Trustees in line with Trusteeship policy and code of conduct. The Trustee Board approves the appointment all new Trustees. New Trustees are recruited through a process of advertising and interview or, where deemed appropriate, through a process of recommendation and interview. On appointment, all new Trustees meet the CEO and are given an information pack, which includes the code of conduct (a signed copy of which is retained), annual accounts and board papers including reports and minutes from the last year. A register of declared interests is also maintained. A Trustee induction and refresher programme with NCVO is planned for February 2023.

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.

Regarding investments, reports are received quarterly, and the Board meet with the investment manager to review performance against benchmarks and monitor risk management. Overall, the Board monitor closely external and internal financial management systems. The CEO and Treasurer meet and regularly review the financial management systems to ensure they remain transparent and robust.

Income Generation

Generating income to support activity remains a priority. FoNS remains most appreciative to Mrs Elizabeth Tompkins our long-term donor and to the Burdett Trust for Nursing.

We are keen to expand our offer of bespoke programmes of work and consultancy which help individuals and organisations strengthen their nursing and care improvement activity, contribute to a greater understanding of person-centredness and person-centred practice development and leadership. These activities contribute to unrestricted income generation.

Statement of Trustees' Responsibilities to the Financial Statements

The charity Trustees (who are also the directors of the Foundation of Nursing Studies for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, 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
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

Haines Watts were reappointed auditors during the year and a resolution proposing that they be reappointed for the following year approved.

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

Name: Dr DAVID FOSTER OBE (Chair)
Date: 18 September 2023

INDEPENDENT AUDITORS' REPORT

To the Members of the Foundation of Nursing Studies

Opinion

We have audited the financial statements of the Foundation of Nursing Studies (the 'charitable company') for the year ended 31 January 2023 which comprise the Statement of Financial Activities, Statement of Financial Position, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 '*The Financial Reporting Standard applicable in the UK and Republic of Ireland*'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2023, 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, including Financial Reporting Standard 102, '*The Financial Reporting Standard applicable in the UK and the Republic of Ireland*'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT

To the Members of the Foundation of Nursing Studies cont.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 22, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditor that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the trustees and other management. The most significant were identified as the Companies Act 2006, Charity SORP (FRS102) and Charities Act.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

INDEPENDENT AUDITORS' REPORT

To the Members of the Foundation of Nursing Studies cont.

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:**SUSAN PLUMB**.....

Dated: **27 September 2023**

Susan Plumb ACA (Senior Statutory Auditor)

for and on behalf of

Haines Watts Chartered Accountants & Statutory Auditors

Old Station House, Station Approach, Newport Street, Swindon, SN1 3DU.

Statement of Financial Activities (Incorporating an Income Statement)

Year ended 31 January 2023

	Notes	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022 (Note 19)
Income		£	£	£	£
Donations & legacies	2	20,989	-	20,989	51,639
Income from charitable activities	3	384,245	269,705	653,950	291,483
Income from other trading activities	4	5	-	5	-
Investment income	5	10,366	-	10,366	7,621
Total income		415,605	269,705	685,310	350,743
Expenditure					
Costs of raising funds:					
Costs of generating activity income		445	-	445	-
Investment management costs		1,980	-	1,980	2,170
Expenditure on charitable activities					
Improving Practice Programmes	6 & 7	198,701	176,672	375,373	251,370
Resilience programmes	6 & 7	90,278	66,433	156,711	144,380
Residential schools & scholarships	6 & 7	29,376	7,430	36,806	5,538
Sharing Knowledge and Networking	6 & 7	27,903	-	27,903	48,986
Total expenditure		348,683	250,535	599,218	452,444
Net income/(expenditure) before gains and losses on investments					
		66,922	19,170	86,092	(101,701)
Transfers between funds		-	-	-	-
Net gain/(loss) on investments	12	(18,003)	-	(18,003)	14,208
Net movement in funds		48,919	19,170	68,089	(87,493)
Reconciliation of funds:					
Fund balances on 1 February		239,885	206,140	446,025	533,518
Fund balances carried forward on 31st January		288,804	225,310	514,114	446,025

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Summary Income and Expenditure Account

Year ended 31 January 2023

	2023 £	2022 £
Total income	685,310	350,743
Less: Total expenditure from income funds	599,218	452,444
Net income/(expenditure) for the year before gains	86,092	(101,701)

The summary income and expenditure account is derived from the statement of financial activities on page 26, together with the notes on pages 29 to 35, provides full information on the movement during the year on all funds of the charity.

Statement of Recognised Gains and Losses

Year ended 31 January 2023

	2023 £	2022 £
Net income/(expenditure) for the year before gains and losses on investments (page 26 & above)	86,092	(101,701)
Add: Realised gains/(loss) on disposal of investments	(2,260)	105
Add: Unrealised gains/(loss) on investment assets held by income funds, after costs	(15,743)	14,103
Net movement in funds for year (page 26)	68,089	(87,493)

Statement of Cash Flows

Year ended 31 January 2023

	2023 £	2022 £
Cash flows from operating activities:		
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds (page 26 and above)	68,089	(87,493)
Add: depreciation	-	-
Deduct interest & dividend income in investing activities	(10,366)	(7,621)
Deduct (gain)/add loss on disposal of investments	2,260	(105)
Deduct (gain)/ add loss on revaluation of investments	15,743	(14,103)
Decrease/ (increase) in debtors	(49,396)	6,360
Increase/ (decrease) in creditors	172,916	60,042
Cash used in operating activities	A	(42,920)
Cash flows from investing activities:		
Income from interest & dividends	10,366	7,621
Proceeds from sales of investment assets	23,202	32,486
Purchase of investment assets	(16,420)	(23,919)
Cash provided by/ (used in) investing activities	B	16,188
Cash flows from financing activities	C	-
Increase/(Decrease) in cash and cash equivalents in the year (A+B+C)	216,394	(26,732)
Total cash and cash equivalents at the beginning of the year	242,948	269,680
Total cash and cash equivalents at the end of the year (page 28)	459,342	242,948

Balance Sheet (Statement of Financial Position)

Year ended 31 January 2023

	Notes	2023 £	2023 £	2022 £
Fixed assets				
Tangible Assets	11	100		100
Investments	12	285,060		309,845
Total fixed assets			285,160	309,945
Current assets				
Debtors	13	92,531		43,135
Cash at bank		459,342		242,948
Total current assets		551,873		286,083
Liabilities				
Creditors: Amounts falling due within one year	14	322,919		150,003
Total current liabilities		322,919		150,003
Net current assets			228,954	136,080
Total assets less current liabilities (net assets)			514,114	446,025
Funds				
Unrestricted income funds			254,604	205,685
Designated Income Funds	16		34,200	34,200
Total unrestricted funds			288,804	239,885
Restricted income funds	15		225,310	206,140
Total funds			514,114	446,025

The accounts were approved by the Board of Trustees on 18 September 2023 and signed on their behalf by:

DR DAVID FOSTER OBE
Trustee and Director

TIM CALLAGHAN
Trustee and Director

Company Number: 3583949
Charity Number: 1071117

Notes to the Accounts

Year ended 31 January 2023

1. Accounting policies

Basis of preparation

- The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.
- The Foundation of Nursing Studies meets the definition of a public benefit entity under FRS102. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.
- The financial statements have been prepared on the going concern basis as the trustees are of the opinion that the reserves and future predicted revenues are sufficient to secure the immediate future of the charity for the next 12 to 18 months.

Income

- Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received, and the amount can be measured reliably. Income is deferred where performance conditions are to be met in the future and income is accrued where performance conditions have been met and the income can be measured reliably.
- Grants are recognised when the charity has entitlement to the funds and the income received.
- Investment income is accounted for when received and includes the related tax recoverable.

Expenditure and irrecoverable VAT

- Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:
 - **Costs of raising funds** include costs of generating activities and investment management costs. Costs of generating activities include both direct and any apportioned costs associated with developing direct charitable work. Investment management fees are incurred by the charity to maintain and increase the capital value of the charity's investment portfolio and to generate investment income.
 - **Expenditure on charitable activities** includes the salary and other direct costs to perform the charity's activities together with support costs and governance costs. It also includes the payment of small grants to nursing practice development teams – the beneficiary teams are separately disclosed in the notes to these accounts. Indirect costs of support and governance are also separately disclosed in the accounting notes.
 - **Other expenditure** includes realised losses on investments and any items not falling into any other heading.
 - **Irrecoverable VAT** is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll, and governance costs which support the improving practice programmes and sharing knowledge.

Notes to the Accounts

Year ended 31 January 2023

1. Accounting policies cont.

Fund accounting

- General unrestricted funds represent funds which are expendable on activities that further any of the purposes of the charity.
- Designated funds are unrestricted funds, which have been put aside at the discretion of the Trustees, for a specific future purpose. They can be re-designated later or brought back into unrestricted funds.
- Restricted funds represent grants received which are allocated by the donor to fund projects with a specific purpose(s).

Operating leases

- Rentals payable under operating leases are charged on a straight-line basis over the period of the lease

Tangible fixed assets

- Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at a rate calculated to write off the costs less residual value of each asset over its expected useful life. Depreciation is generally provided at a rate of 33% per annum. Only assets over £2,000 are capitalised.

Investment valuation

- Investments are quoted at the market mid-price value ruling at the nearest trading date to the year end. The notes to the accounts also record the original transaction value.

Debtors & prepayments

- Trade and other debtors are recognised at the settlement amount due after any trade discounts. Prepayments are valued at the amount prepaid net of any discounts.

Cash at bank and in hand

- Cash at bank and in hand includes cash and short term highly liquid investments with a maturity of three months or less from the date of acquisition or the opening of the deposit account.

Creditors and provisions

- Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

- All employees of the charity are entitled to join the NEST pension scheme, which is a money purchase scheme funded by contributions from employee and employer.

Currency

- These accounts are presented in British pounds.

Notes to the Accounts

Year ended 31 January 2023

2. Income from donations & legacies	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Tompkins Foundation	20,000	-	20,000	20,000
HM Treasury – Job Retention Scheme Grant	-	-	-	935
Legacy income	-	-	-	30,400
Other donations	989	-	989	304
	20,989	-	20,989	51,639

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Grant income:				
Burdett Trust for Nursing – Inspire Improvement	-	102,016	102,016	102,016
Tavistock & Portman NHSFT with Burdett Trust for Nursing – Resilience Based Clinical Supervision	-	17,689	17,689	19,824
Health Education England – Resilience Based Clinical Supervision in the Southeast Region	-	150,000	150,000	-
Richard Tompkins Nurse Development Scholarship	-	-	-	5,000
IPDJ members’ contributions	16,455	-	16,455	15,000
Total Grants & members’ contributions	16,455	269,705	286,160	141,840
IPDC professional development schools	32,541	-	32,541	-
Improving Practice Programmes	219,805	-	219,805	13,944
Resilience Based Clinical Supervision workshops	100,372	-	100,372	106,980
Other workshops & development consultancy	15,072	-	15,072	28,719
	384,245	269,705	653,950	291,483

4. Income from other trading activities	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Partners’ sponsorship fees	-	-	-	-
3 rd Party Commissions & market research fees	5	-	5	-
Sales of cards and books	-	-	-	-
	5	-	5	-

5. Investment income	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Dividends received	8,484	-	8,484	7,013
Bank interest	1,882	-	1,882	608
	10,366	-	10,366	7,621

6. Analysis of expenditure on charitable activities	Activities undertaken directly (note 7)	Grant Funding Activities (Note 8)	Total 2023	Total 2022
Charitable Activity expenditure				
-FoNS Improving Practice Programmes	337,686	37,687	375,373	251,370
- Resilience Programmes	156,711	-	156,711	144,380
- Residential Schools and Scholarships	36,806	-	36,806	5,538
- Sharing knowledge and networking	27,903	-	27,903	48,986
	559,106	37,687	596,793	450,274
Other expenditure: Costs of generating activity income			445	-
Investment management costs			1,980	2,170
Total expenditure			599,218	452,444

Notes to the Accounts

Year ended 31 January 2023

7. Analysis of activities, support & governance costs

	Activity costs £	Support Costs £	Governance costs £	Total 2023 £	Total 2022 £
Improving Practice Programmes	299,180	32,318	6,187	337,686	225,740
Resilience Programmes	139,217	14,684	2,811	156,711	144,380
Residential Schools and Scholarships	31,113	4,778	915	36,806	5,538
Sharing Knowledge and Networking	22,496	4,538	869	27,903	48,986
Total costs of charitable activities	492,006	56,318	10,782	559,106	424,644

8. Charitable Activities

2023

2022

Analysis of Grants/Bursaries Awarded through FoNS' Improving Practice Programmes:

3 co-facilitator bursaries	Inspire Improve 2017-18	708	3,523
4 bursary payment – year 2 participants	Inspire Improve 2018-19	3,497	3,675
11 bursary payments – year 3 participants	Inspire Improve 2019-21	6,673	3,700
8 bursary payments – year 4 participants	Inspire Improve 2021-22	4,000	5,500
11 bursary payments – year 5 participants	Inspire Improve 2022-23	7,700	-
Total of 37 bursaries for Inspire Improve – years 2 to 5	Inspire Improve	22,578	16,398

Analysis of Grants/ Bursaries Awarded through FoNS' Learning Disabilities Programme:

35 bursary payments for Learning Disabilities cohorts 1 and 2	Learning Disability phase 1	11,905	9,232
9 bursary payments for Learning Disabilities cohorts 3 and 4	Learning Disability phase 2	3,204	-
Total Grants		37,687	25,630

9. Employees, trustees' expenses & related parties

2023

2022

	No	No
Number of employees: average number of employees was		
Engaged in charitable work	5.0	4.5
Administrative support	1.0	1.0
	6.0	5.5

Employment costs

2023

2022

	£	£
Wages and Salaries	273,903	216,514
Pension Costs	24,754	20,816
Social security costs	30,974	24,314
Less: Employment allow	(5,000)	(4,000)
Total Costs	324,631	257,644

One employee earned over £60,000 and within the band £70-£80,000 excluding employer pension contributions (2022 – one in band £70-80,000). The Chief Executive is considered to represent the key management of the charity. Key management remuneration in 2022-23, set at market rates and including pension contributions and employer's NIC costs, totalled £95,227 (2021-22: £90,282).

None of the trustees received any remuneration during the year. Trustees were reimbursed £84 (2022 - £0) for travel and £1,303 (2022 - £750) was spent on refreshments and room hire for meetings. There were no related party transactions.

Notes to the Accounts

Year ended 31 January 2023

10. Auditor's remuneration	2023	2022
	£	£
Audit fee	3,840	3,240
Other services paid by auditors	-	-
Total fees	3,840	3,240

11. Tangible assets	Computers & Office equipment
	£
Cost as of 1 February 2022	2,000
Disposals	-
Cost as of 31 January 2023	2,000
Depreciation as of 1 February 2022	1,900
Disposals	-
Depreciation for the year	-
Depreciation as of 31 January 2023	1,900
Net book value as of 31 January 2023 (& 2022)	100

12. Investments	2023	2022
	£	£
Carrying value (market value) 1 February	309,845	304,204
Additions to Brewin Dolphin portfolio at cost	16,420	23,919
Addition of COIF Charities Ethical Investment Fund, at cost	-	-
Disposals at carrying value	(25,462)	(32,381)
Net unrealised gain/(loss) on revaluation on 31 January	(15,743)	14,103
Market Value 31 January	285,060	309,845

<u>Historical cost of Investments</u>	£	£
Opening book cost on 1 st February	239,041	239,908
Additions at cost	16,420	23,919
Disposals at cost	(17,016)	(24,786)
Closing book cost on 31st January	238,445	239,041

<u>Gains/(losses) in year:</u>	£	£
Unrealised gains/(losses) on revaluation of investments to market value	(15,743)	14,103
Realised gains/(losses) on disposal of investments during the year	(2,260)	105
Overall gains/(losses) for year	(18,003)	14,208

13. Debtors	2023	2022
	£	£
Other debtors	74,195	33,032
Prepayments & accrued income	18,336	10,103
	92,531	43,135

Income is accrued above as 'accrued income' when work has been carried out prior to the year-end but not invoiced to commissioners until the new year. Associated costs are included as accrued charges, as below.

14. Creditors	2023	2022
	£	£
Tax and social security costs	8,342	7,007
Other creditors	8,676	6,498
Accrued charges & deferred income	305,901	136,498
	322,919	150,003

Income is deferred where it has been received in advance for performance of development work in the following financial period. Deferred income is released to income in the year as and when the work is performed.

Notes to the Accounts

Year ended 31 January 2023

15. Restricted funds

	Balance at 1 Feb 2022 £	Grants & other Income £	Expenditure £	Funds Transfers £	Balance at 31 Jan 2023 £
FoNS Improving Practice Programmes*					
Inspire Improvement (Burdett Trust for Nursing)	108,018	102,016	101,887	-	108,147
Learning Disability (Burdett Trust & NHS Improvement)	83,250	-	74,785	-	8,465
Journal of Research in Nursing	2,727	-	-	-	2,727
Resilience Based Clinical Supervision (Portman & Tavistock NHSFT & Burdett)	-	17,689	17,498	-	191
Resilience Based Clinical Supervision (Health Education England Southeast region)	-	150,000	48,005	-	101,995
Resilience Based Clinical Supervision Resources (Nottingham University)	4,715	-	930	-	3,785
Richard Tompkins Scholarship (Tompkins Foundation)	7,430	-	7,430	-	-
	206,140	269,705	250,535	-	225,310

*FoNS Improving Practice Programmes support individual practitioners and teams to focus on improving patient care, through the small grants, developing practice programmes and expert facilities.

16. Designated funds

	Balance at 1 Feb 2022	Incoming Funds	Charitable Expenditure	Funds Transfers	Balance at 31 Jan 2023
1) IPDJ/iCOP contributions	-	16,455	16,455	-	-
2) FoNS Development Fund	34,200	-	-	-	34,200
	34,200	16,455	16,455	-	34,200

Designated Funds:

1) Contributions are received to produce the International Professional Development Journal and these and the associated costs are shown separately in a designated fund.

2) The FoNS Development Fund, funded by legacies to FoNS, was established by the trustees to provide seed funding to develop future programmes and other charity projects such as I.T. and website development.

17. Analysis of net Assets between funds

	Restricted Funds £	Designated Funds £	Unrestricted Funds £	Total 2023 £
Fund balances on 31 January 2023 are represented by:				
Fixed assets	-	-	285,160	285,160
Cash at bank and in hand	236,055	34,700	188,587	459,342
Other current assets	230	-	92,301	92,531
Creditors: amounts falling due within one year	(10,975)	(500)	(311,444)	(322,919)
	225,310	34,200	254,604	514,114

Notes to the Accounts

Year ended 31 January 2023

18. Operating Leases

The charity had total commitments under non-cancellable operating leases as detailed below:

	2023	2022
	£	£
Operating leases which expire:		
Within one year	-	-
Between two and five years	-	-
	-	-

19. Analysis of restricted & unrestricted funds in comparative year (2022)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Income				
Donations & legacies	2	51,639	-	51,639
Income from charitable activities	3	164,643	126,840	291,483
Income from other trading activities	4	-	-	-
Investment income	5	7,621	-	7,621
Total Income		223,903	126,840	350,743
Expenditure				
Costs of raising funds:				
Costs of generating activity income		-	-	-
Investment management costs		2,170	-	2,170
Expenditure on charitable activities				
Improving Practice Programmes	6 & 7	17,110	234,260	251,370
Resilience Programmes	6 & 7	122,988	21,391	144,379
Residential Schools and Scholarships	6 & 7	-	5,538	5,538
Sharing Knowledge and Networking	6 & 7	48,523	464	48,987
Total expenditure		190,791	261,653	452,444
Net income/(expenditure) before gains and losses on investments				
		33,112	(134,813)	(101,701)
Transfers between funds		-	-	-
Net (loss)/gain on investments	12	14,208	-	14,208
Net movement in funds		47,320	(134,813)	(87,493)
Reconciliation of funds:				
Fund balances on 1 February		192,565	340,953	533,518
Fund balances carried forward on 31st January 2022		239,885	206,140	446,025

20. Legal status of the Foundation

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

21. Corporation taxation

The charity is exempt from tax on income and gains falling within section 505 of the Income and Corporation Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.