



The FoNS Weekly News



Finding your Work-life Balance with Self-compassion

Thanks to Sonia Denton-Smith for sharing her thoughts this week.

Finding the perfect work-life balance in nursing and health and social care can feel like an impossible task, particularly when you are required to work long and unsociable shifts or when you are trying to progress your career.

We can often hold the idea of having work-life balance on a bit of a pedestal, but do we even know what a perfect work-life balance would look like for us? And if we knew what it looked like, do we believe that we can have it all? Achieving both our professional and personal goals in perfect harmony? Is the notion of *'having it all'* a

realistic one or just another expectation to add to the long list of things we may never achieve? What does *'having it all'* even mean, and if it is achievable, is it sustainable?

When I ask myself what *'having it all'* looks like for me, I find my mind reeling through the superficial portrayals that modern day society has presented to me via magazines and social media. But none of this mean anything to me! I came to realise that I needed to reframe and redefine what things, in both my work and my personal life, are important to me and what brings meaning, purpose and joy to my life; so that I feel that *'having it all'* not only brings me a sense of contentment but a sense of balance.



[Read more ..](#)

Knowing what brings you meaning and purpose and joy in life can lead you to finding a work-life balance that works for you. Work-life balance will be different for each and every one of us because how we work and live and the things that bring us joy will be different. Some of us will thrive working in high pressured environments and some will prefer the slower pace. Just like some will enjoy an active personal life where others prefer a much tamer approach.

Neurodiversity Celebration Week

Neurodiversity Celebration Week sparked honest conversations at our team meeting yesterday, talking about the value of diversity in teams and listening to personal experiences. Wendy shared her late diagnosis of ADHD and Autism. It's been quite a journey for her, navigating the diagnosis and developing ways of working joining the FoNS team.



"FoNS was the first organisation I have disclosed to right from the application process. I have felt vulnerable and liberated at the same time. As a team we are all learning together, it hasn't always been easy, but it has been worth it. The support and openness of the people at FoNS has been amazing. Yesterday was an intentional

This is how workplace culture evolves and helps neurodivergent people like me find a place of true belonging at work. Being able to show up as my true self at FoNS is something worth celebrating as part of Neurodiversity celebration week!"

The Neurodiversity Celebration week website has lots of resources. Please

conversation as part of Neurodiversity Celebration Week, other times conversations and the need for adjustments has happened in response to a situation.

take a look.

[Neurodiversity Celebration Week website](#)

New Dates for our Public RBCS Programme

New 'open to all' programme starting May 2025. An inclusive, participatory online programme, suitable for nurses, clinical educators, AHPs and anyone who has an interest in restorative supervision

- Session 1: Wednesday 21 May 09:30-12:30
- Session 2: Wednesday 04 June 09:30-12:30
- Session 3: Wednesday 11 June 09:30-11:30
- Session 4: Wednesday 18 June 09:30-11:30
- Session 5: Wednesday 25 June 09:30-12:30

£475pp

[Book via the FoNS website](#)

The health of women from ethnic minority groups in England

New report from the King's Fund aims to support the development and implementation of strategies to improve health and reduce inequalities among women from ethnic minority groups and increase public awareness of the issues.

[Read the report](#)

The End of Resilience: A blog by Michael Traynor

On the RCN website (open to all) a blog from RCN Fellow Michael Traynor; he says the trend for workplace 'resilience' training wrongly places responsibility on the individual rather than a failing system.

An interesting read!

[Michael's blog](#)

Setting the research agenda for adult social care nursing Session 2

Monday, 4 August, • 2- 3:30pm, online

The University of Salford is undertaking a priority setting exercise to identify, prioritise and articulate key areas for research and innovation in adult social care nursing. They are inviting participation from front line nurses, people who use adult social care nursing services, researchers, academics and policy makers to support these discussions.

In this second event, they will share what they have found including key areas for prioritisation, evidence gaps, and the key research topics needed to make adult social care nursing in England even better.

[Book your free place](#)

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