



FOR IMMEDIATE RELEASE

EMBARGOED UNTIL 00:01 BST MONDAY 1 JUNE 2026

Measuring What Matters: New National Impact Report Shows Investment in Nursing Culture, Leadership and Wellbeing Delivers Benefits for Staff, Patients and Services

The Foundation of Nursing Studies (FoNS) has published its first Impact Report, *Measuring What Matters*, demonstrating how investment in person-centred cultures, leadership development and workforce wellbeing can improve experiences for nurses, patients, residents and health and care organisations.

The report comes at a critical time for the UK workforce. NHS Staff Survey findings show rising levels of work-related stress and burnout among nurses and midwives, while around one in three are considering leaving their organisation and up to one in ten are considering leaving the profession altogether.

Against this backdrop, FoNS worked with nearly 900 nurses and health and care professionals during 2025, providing more than 17,000 hours of facilitated support through leadership, culture change and restorative clinical supervision programmes. The report highlights measurable improvements in leadership confidence, workplace culture, psychological safety, person-centred practice and workforce wellbeing.

Key findings from the report

1. Supporting the nursing workforce when it matters most

The report highlights the challenges facing nurses and midwives across health and social care, including stress, burnout, workforce shortages and increasing complexity of care.

FoNS programmes directly address these challenges by supporting nurses to rediscover meaning, purpose and fulfilment in their work, while building healthier workplace cultures.

2. Developing compassionate and confident leaders

82% of surveyed programme participants reported feeling better able to lead and facilitate change within their organisation.

Participants described becoming more intentional, compassionate and values-driven leaders who create psychologically safe environments where staff feel able to speak up, learn and innovate.



3. Creating safer cultures of care

100% of participants surveyed reported creating safe and positive learning environments for staff.

The report demonstrates how improvements in psychological safety, team relationships and reflective practice contribute to safer care, stronger communication and improved workforce experience.

4. Improving wellbeing, retention and sustainability

75% of former participants surveyed said their FoNS programme made them more likely to remain in the nursing profession.

83% of former participants surveyed reported that the way they now lead makes colleagues more likely to stay in nursing.

Updated estimates suggest that reducing sickness absence saves approximately £3,265 per nurse per year, while retaining a nurse who might otherwise leave due to burnout saves around £80,800.

5. Embedding person-centred cultures

FoNS programmes place co-production, lived experience and person-centred practice at their heart.

68% of surveyed participants reported that their workplace had become more person-centred and a place where people want to work.

6. Strengthening quality and safety

Participants reported reductions in incidents, improvements in patient flow, stronger family involvement and enhanced patient experience.

One participant reported that their team became a Patient Safety Award finalist following culture change work undertaken through the programme.

7. Influencing change beyond programmes

The report demonstrates FoNS' contribution to national policy and workforce development through engagement with NHS England, the Nursing and Midwifery Council, Chief Nursing Officers, regulators and professional bodies.

This work supports delivery of major national priorities including the NHS Long Term Workforce Plan, England's 10 Year Health Plan, the Government's ambitions for neighbourhood health services, and wider reforms aimed at improving workforce retention, productivity, quality and patient outcomes.



Quotes

Joanne Bosanquet MBE, Chief Executive of the Foundation of Nursing Studies, said:

"Workforce pressures remain significant. Around one in three nurses and midwives are considering leaving their organisation and up to one in ten are considering leaving the profession altogether. This represents a profound risk to the sustainability, safety and quality of care.

Our report demonstrates that investing in nurses, midwives and their teams is not a cost. It is an investment in safer care, stronger cultures, better experiences and a more sustainable workforce."

Claire Taylor MBE, Chief Nursing Officer at Macmillan Cancer Support, said:

"The FoNS Impact Report provides robust, evidence-based insight into the reach and impact of its programmes on nursing practice, patient care and workplace culture. It strengthens the case for investing in person-centred cultures by linking programme participation to improved experiences for both patients and staff."

Mary Pappin, Quality Transformation Lead for the National Mental Health, Learning Disability and Autism Quality Transformation Programme, NHS England said:

"The FoNS Impact Report offers much-needed hope at a time of significant challenge across the NHS. What makes FoNS unique is the ability to combine deep care and commitment for people with a willingness to challenge established thinking, asking difficult questions and supporting teams to find meaningful answers.

Through our partnership on the NHS England Culture of Care Programme, I have seen FoNS continue to evolve its own practice, strengthening lived experience leadership and demonstrating the very culture change it seeks to support in others. FoNS provides a powerful example of what is possible when reflection, courage and collaboration come together. I look forward to seeing what comes next!"

Jane Wells, Chief Nursing Officer at Oxleas NHS Foundation Trust, said:

"The voices of programme participants stayed with me, and I was deeply moved by how FoNS builds confidence, compassion and a strong sense of personal agency across nursing leadership. Their emphasis on co-production and resilience-based clinical supervision strongly aligns with how we are striving to lead, support and retain our nursing workforce."

Rohit Sagoo QN, Founder and Director of British Sikh Nurses, said:



"The FoNS Impact Report highlights the power of compassionate, person-centred leadership in creating safer and more inclusive cultures of care. I am encouraged to see the growing emphasis on co-production, lived experience and psychological safety across the nursing workforce."

Mandy Burton, NHSE Deputy Director for Mental Health Nursing, Professional and System Leadership and national lead for the Professional Nurse Advocate programme said:

"The Impact Report demonstrates the programmes in action and how quality and safety is at the core of your work."

John Stagg, Head of Clinical Improvement Hampshire & Isle of Wight NHS Foundation Trust said:

"The review provides an opportunity for a moment of inspiration and reset. Development with FoNS could help take an accessible path through the challenges of providing clinical care and services. Joanne Bosanquet is inspirational and the team offer unique development which can help to grow leaders but also to retain nurses and health care professionals."

Dr Rhoda Redulla, Senior Director, Nursing Excellence/Magnet Recognition New York Presbyterian Hospital said:

"Such profound and incredible work by the small but mighty FoNS team of 12. Their influence on leadership development, resilience and person-centred care is transforming work and learning environments through innovation, compassion and unwavering commitment to supporting the nursing workforce."

Big Kudos to the entire team!"

Further quotes can be made available.



Notes to Editors

The Foundation of Nursing Studies (FoNS) is an independent UK charity established in 1986 that supports nurses and health and care professionals to develop person-centred practice, leadership and cultures of care.

In 2025 FoNS:

- Worked with nearly 900 nurses and health and care professionals.
- Delivered more than 17,000 hours of facilitated support.
- Delivered five national leadership and workforce development programmes.
- Worked across NHS, social care and community settings.

The full report, Measuring What Matters: 2025 Review of the Year, is available on their website from Monday 1 June 2026.

Media enquiries:

Joanne Bosanquet MBE RN

Chief Executive

The Foundation of Nursing Studies

joanne.bosanquet@fons.org or lexi.sandham@fons.org (EA)

Whatsapp/mobile 07813613129 (available over the weekend of 30 May 2026)

<https://www.linkedin.com/in/joanne-bosanquet-mbe/>

Debbie Warren

Communications and Marketing lead

Debbie.warren@fons.org or admin@fons.org