



The FoNS Weekly News



I am delighted to guest edit our weekly newsletter...

I have been reflecting a lot over the last few weeks about our place in the world. What needs to be done and how FoNS can support the system to respond to what feels like a tsunami of public inquires and national reports about our health and care system and the people in it.

I am talking specifically about the investigations into the culture at the NMC over decades, the current Lampard Inquiry about the treatment of individuals and their families in mental health inpatient units in Essex over decades, the Thirwell Inquiry,

which will be including the organisational response in relation to the deaths of babies at the Countess of Chester hospital, and the Covid Inquiry which has moved into phase 3, looking at the impact of the pandemic on health systems, and by default, the people in it.

I have been paying close attention to all of these inquiries, alongside the recently published independent review on Greater Manchester Mental Health Foundation Trust because it's all about culture (organisational culture, departmental culture, culture of the Board, the Executive team, middle management, ward culture, culture of professions). But, what do we mean by culture? For me, I'm still learning and it's tricky because it isn't really a 'thing' you can pick up and put down. It's a way of being, a way of behaving, acting, doing, thinking, both as an individual and also as a team, or group. Culture is powerful, really powerful, but it often takes a back seat because it tends to be in the 'too difficult to do' box.

I always think about that magic 100 days when you join a new organisation or change job. We have a certain amount of time to be curious, probing, interested, naive, inquisitive, questioning, exploratory, have ideas, watch, observe and pay attention. But, in these early days, who can we trust? Who do we share our feelings with? If something doesn't feel quite right, where do we take that? How do we stop ourselves second guessing our own thoughts and feelings if the culture around us silently tells us to stay quiet, get on with the job and get your head down?

So how do we navigate these complexities and apply the learning? Well, there is a way and it's fully recognised by every HEI in the UK..... Reflective practice.

Reflective practice should, in theory, create a brave space to explore everything around us at work. Situational awareness, exploring what our head, heart and gut are trying to tell us. But, if reflective practice isn't a thing where we work, where do we go? Well, I came to FoNS five years ago and gradually rediscovered my 'why' through reflection, high support and high challenge. It wasn't a quick thing. It is work in progress, but it's the future!

You will more than likely be aware of the way we work at FoNS. We facilitate, we co-create brave spaces for nurses and midwives to stop and pay attention to their observations and feelings. It is not soft, it is essential if we are to position ourselves around the decision making tables and influence the future of person-centred care.

When we start working with individuals and teams, we ask a critical question, right at the start. 'What's it like to work around here?'. It might take a while for this to sink in,

but eventually, it works its magic and facilitates wider open dialogue, builds trust and shared values amongst the group. We work with around 5-6 individuals per facilitator and that's important because any more than that and it could turn into bums on seats, where there isn't space for the group to work. Our programmes are bespoke too. We pivot accordingly and often, whatever plans we might have co-created are just that, plans because we respond to the situation and that's the art of facilitation.

I do wonder how many culture change 'specialists' are actually facilitating change?

My call to action for you this week is this- What can and should nurses and midwives be doing in response to the current Inquires that are wide open, and in public?

Do we know what our place is in all this?

Do we have the agency to respond?

How can we be part of the reparation and restoration of trust in the system and in our regulators? (I include the CQC in this)

Perhaps you could have a think about your own workplace culture and start to map out what's it like to work around here (#WILTWAH).

Start a conversation with your colleagues and on social media, LinkedIn preferably. Let's use #WILTWAH

You can have a look at our freely available resources on our website for inspiration.

Let's come back together in a few weeks and see how we're getting on.

Have a great week.

Joanne

CEO

Links and References

[FoNS Website](#)

[FoNS Creating Caring Cultures Resources](#)

[The Thirlwall Inquiry Website](#)

[The Lampard Inquiry website](#)

[Covid-19 Public Inquiry Website](#)

[Independent Review into Greater Manchester Mental Health Trust](#)

Welcome to The Art of Nursing- The Future event!

Thursday, 26 September

The Art of Nursing- The Future

1-2pm via Zoom

Book your free place right now before it's snapped up!

This panel of experts, artists and nurses will share with you their current work using the arts to improve health and wellbeing. Playwrights, artists, nurses and authors are joining together in a virtual fireside chat and invite you along too.

Join us as part of the Arts For The Future Festival running alongside the United Nations Summit of the Future to explore how the arts help health and wellbeing.

Marion Lynch and Joanne Bosanquet invite you to create the future for the next generation to thrive.

Book your place on the [Eventbrite page](#).

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