**Person-centred Cultures: A FoNS Development Programme**

**Programme Information**

**2025**

FoNS is delighted to be able to offer the second year of this unique programme designed to support registered nurse, health visitor and midwife leaders to develop person-centred cultures in the workplace. The programme will support the development of skills in the co-creation and facilitation of person-centred workplace cultures with the teams they lead, the people who receive care and their families/loved ones/carers.

FoNS has been working with nurses and midwives for over 30 years and is a leader in culture change work in the health and care sector.

At FoNS, we value:

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

We are very thankful to the Burdett Trust for funding this programme.

**What is included in the programme?**

This fully funded programme will run from September 2025 to May 2026 and offers:

1. **Learning Blocks**

The three learning blocks to:

* Develop skills as facilitative leaders of culture change
* Explore and enable the use of effective strategies for creating person-centred workplace cultures
* Promote continuous improvement

The blocks are:

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| --- | --- |
| **Block 1****Face-to-face** | Arrive St John’s Hotel, Solihull 12 noon Wednesday 10 September 2025 for lunch. Afternoon workshop followed by dinner and an overnight stay. Thursday 11 September is a full day workshop finishing at 5pm. The workshop is fully funded including reasonable travel expenses if required. |
| **Block 2****Virtual** | Four *full-day* online workshops:Wednesday 8 October 2025 9.30-4.30Wednesday 19 November 2025 9.30-4.30Wednesday 28 January 2026 9.30-4.30Wednesday 11 March 2026 9.30-4.30 |
| **Block 3****Face-to-face** | Arrive St John’s Hotel, Solihull evening Tuesday 5 May 2026 for a full day workshop on Wednesday 6 May 2026 finishing at 5pm. The workshop is fully funded including reasonable travel expenses if required. |

The programme will be underpinned by the Person-centred Practice Framework (PCPF) (McCormack and McCance, 2020) and informed by FoNS’s extensive expertise in culture change in health and social care.

1. **On-going support**

The Programme includes a variety of support mechanisms.

2.a. Support via virtual meetings/telephone/email from a FoNS Person-centred Practice Facilitator to:

* Refine and use skills in facilitation to lead and develop their team
* Promote reflective practice
* Support problem-solving
* Undertake evaluation and actively share outcomes via report writing and publishing to spread learning across their organisation and more widely

2.b. Peer-to-peer mentorship, based on the Critical Allies Framework (Hardiman, 2017).

2.c. All participants are required to secure the support of an internal mentor (for example the participant’s line manager) who will ensure that support and time are available for culture change and practice improvement work.

1. **After the programme**

All FoNS participants are warmly welcomed into the ‘FoNS family’, and are encouraged to continue their connection with FoNS through writing blogs, attending alumni events and potentially participating in other programmes.

**Who should apply?**

The programme is open to applicants from any care setting in health and social care across the UK.

**We welcome applications from across the UK and from all backgrounds.**

FoNS is looking for nurses, health visitors and midwives who lead nursing and/or care teams at the point of care, who have a desire to create more person-centred workplace cultures for patients/residents/service-users and staff.

Applicants should:

* Hold a current UK NMC registration
* Be leading a nursing and/or care team
* Be the direct line manager for the members of the team
* Be willing to explore workplace culture and continuous improvement
* Be able to commit to all the workshop dates of the programme

**What to expect:**

All learning events use a collaborative, inclusive and participatory approach that enables participants to learn with and from each other. FoNS also uses creativity in the learning sessions, as we believe this helps individuals to think about things in new ways. This kind of learning may be very different to what participants are used to.

In between the blocks, there will be facilitated virtual reflective sessions, to enable participants to put their learning into practice with their teams.

**Application timetable**

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| --- | --- |
| Closing date for applications: | 5pm Wednesday 25 June 2025 |
| Short-listing by FoNS – applicants informed by: | 9 July 2025 |
| Interviews: | 15 and 16 July 2025\* |
| Applicants informed of outcome by: | 18 July 2025\*\* |
| Successful applicants to confirm their attendance: | 23 July 2025\*\* |
| First workshop: | 10 September 2025 |

\* Please ensure you can attend an interview during this time period. Your line manager will be invited to join the first 5 minutes of the interview to confirm his/her support for your application. You can choose to be in the same place as your line manager or can access the online interview separately.

\*\* We will inform applicants of the outcome by email, using the email you have put on your application. If you will be unable to access your emails during this time, please give us an alternative communication method.

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**Application Pack 2025-2026**

**How to apply checklist**

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| --- | --- |
| Read all the information on the FoNS website <https://www.fons.org/programmes-development-opportunities/person-centred-cultures-programme/>  | **□** |
| Consider the technical and time aspects of this programme:You will need to be able to attend the face-to-face and virtual sessions and will need access to a computer with a camera and microphone that can use MS Teams. You will need to be able to use a quiet private space.You need to be free for **all** the sessions* Block 1: (Face-to-face), this workshop will begin at 12 noon Wednesday 10 September 2025 for lunch. Afternoon workshop followed by dinner and an overnight stay. Thursday 11 September is a full day workshop finishing at 5pm. The workshop will be held in Solihull. Full board and learning materials included as well as reasonable travel expenses if required.
* Block 2: (Virtual) **All day** 9.30-4.30 on Wednesday 8 October 2025, Wednesday 19 November 2025, Wednesday 28 January 2026 and Wednesday 11 March 2026
* Block 3: (Face-to-face) One day workshop arriving on Tuesday 5 May 2026 for a full day workshop on Wednesday 6 May 2026 finishing at 5pm. Full board and learning materials included as well as reasonable travel expenses if required.
 | **□****□** |
| Join one of the drop-in sessions to hear about the programme. No need to book, just come along. Dates and links can be found on [the Person-centred Cultures Programme website pages](https://www.fons.org/programmes-development-opportunities/person-centred-cultures-programme/) under ‘drop-in sessions. | **□** |
| For further information, email the programme lead Giselle Cope Giselle.cope@fons.org to arrange an informal discussion about your application. This provides an opportunity for you to discuss the support and facilitation that is available from FoNS and to explore the commitment and the robust application process required for the programme. | **□** |
| Contact your executive sponsor, who should be the Director of Nursing (or equivalent). It is an **essential** requirement of this programme that your executive sponsor provides a supporting statement and signature as part of your application. Organisational support to take part in the programme is essential.  | **□** |
| Contact your direct line manager/matron to discuss support for your application. It is an **essential** requirement of this programme that your direct line manager provides a supporting statement and signature as part of your application. This is because you will need time out of practice for the face-to-face/virtual workshops, individual coaching support sessions and for any practice improvement initiatives undertaken as part of the programme. The line manager will be invited to attend the first 5 minutes of the interview. | **□** |
| Identify an internal mentor ideally at a more senior level (this may be your line manager but doesn’t have to be) to ensure you can maximise the opportunities created by the programme. Successful applicants will be required to have regular face-to-face/virtual meetings with the internal mentor to ensure that appropriate support is available internally. This includes prioritising time to meet with your mentor and to undertake activity relating to development and innovation.  | **□** |
| Complete the application form. You will need to submit it electronically with signatures (you, your line manager/mentor and exec sponsor). Electronic signatures are acceptable, but not just a typed name. Incomplete applications cannot be considered. | **□** |

**When and where to submit your application**

Your fully completed and signed (electronic signatures will be accepted) application must be received by 5pm Wednesday 25 June 2025. Interviews will be offered on one of the following dates via Zoom/MS Teams: 15 and 16 July 2025.

Email your application to Lexi Sandham [admin@fons.org](https://fonsorg.sharepoint.com/Company%20Files/Person-centred%20Cultures%20Development%20Prog/2025%20Year%202/admin%40fons.org). Upon receipt of your application, we will send you an email confirmation. If you do not receive this within **one week** of submitting your application, please get back in touch. Unfortunately, we are unable to process lost or late applications.

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**Application Pack 2025**

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| --- |
| 1. **Name:**
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| 1. **Job title:**
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| 1. **Place of work:**
2. **Name and address of organisation:**
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| 1. **Contact details:**

Address:Email address:Telephone:Preferred first contact details to inform of application outcome: |
| 1. **Ethnicity**
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| 1. White: English / Welsh / Scottish / Northern Irish / British  |  |
| 2. White: Irish |  |
| 3. White: Gypsy or Irish Traveller |  |
| 4. Any other White background |  |
| 5. Mixed / Multiple ethnic groups: White and Black Caribbean |  |
| 6. Mixed / Multiple ethnic groups: White and Black African |  |
| 7. Mixed / Multiple ethnic groups: White and Asian |  |
| 8. Any other Mixed / Multiple ethnic background |  |
| 9. Asian / Asian British: Indian |  |
| 10. Asian / Asian British: Pakistani |  |
| 11. Asian / Asian British: Bangladeshi |  |
| 12. Asian / Asian British: Chinese |  |
| 13. Asian / Asian British: Any other Asian background |  |
| 14. Black / African / Caribbean / Black British: African |  |
| 15. Black / African / Caribbean / Black British: Caribbean |  |
| 16. Black / African / Caribbean / Black British: Any other Black / African / Caribbean background |  |
| 17. Other ethnic group: Arab |  |
| 18. Prefer not to say |  |
| 19. Other |  |
| 1. **Professional qualification and regulatory body details (e.g. NMC):**

Professional qualification**:**Regulatory body and registration PIN/ID: Expiry date: |
| 1. **Organisational executive sponsor (preferably Director of Nursing or equivalent)** (this statement is essential as part of the application)

Name:Job title:Please supply a supporting statement below that:1. Confirms your commitment to providing internal support to the applicant to enable them to take part in this 9-month programme
2. Outlines how you think this opportunity will benefit the individual and the organisation

Signature: |
| 1. **Direct line manager** (this statement is an essential part of the application)

Name:Job title:Please supply a supporting statement below that:1. Confirms your commitment to providing internal support, including time out for learning blocks and dedicated workplace visits over the 12-month programme
2. Outlines the suitability of the applicant for the programme
3. Outlines how you think this opportunity will benefit the individual and the nursing/care team

Signature: |
| 1. **Internal mentor (may be the same person as 8 above)**

**Name:****Job title:****Email:***I confirm I support this application and will prioritise time to meet with the nominee as their mentor***Signature:** |
| 1. **Please tell us about your role, workplace/care setting and the care team you lead**
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| 1. **Please tell us why you would like to participate in the programme**
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| 1. **Please tell us how you hope the programme will strengthen your skills in leading culture change and improvement**
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| 1. **Please tell us how you think the programme will benefit your team**
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| 1. **Please tell us how you think the programme will benefit patients/families, residents and relatives**
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| 1. **Please provide details of any other leadership development/studies you have undertaken in the last 2 years and how these have been beneficial**
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| 1. **Please tell us about the strengths and weaknesses of your workplace/care culture and any aspects you would like to improve**
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| 1. **Where did you find out about the FoNS Person-centred Cultures Development Programme?**
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| 1. **Applicant Signature:**
2. **Date:**
 |

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**Data Protection and Privacy**

Your privacy is important to us. FoNS works in line with UK law on data protection and you can read more about FoNS’ data privacy policy via <https://www.fons.org/privacy-policy>. By submitting this application form, you are consenting to FoNS holding the data this form contains for the purposes of processing this application. FoNS will not share this information with third parties. However, FoNS staff will review applications as part of the selection process and may use external consultants as part of the application process. Information about successful applicants will be posted on the FoNS website and in social media along with photographs taken as appropriate.