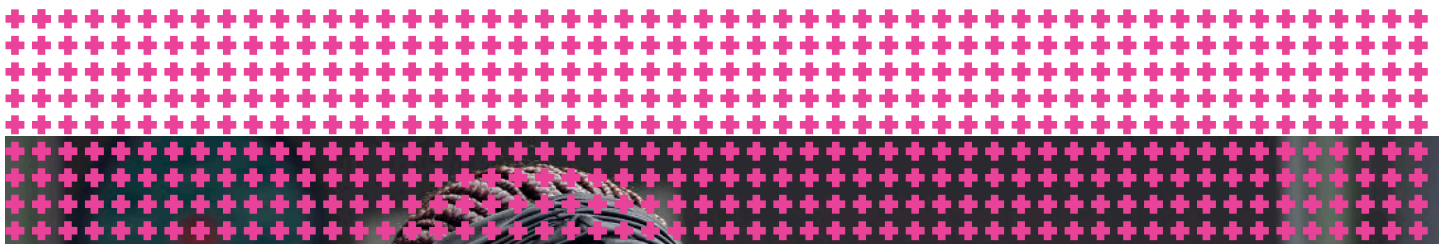


# Field Specific Standards of Education and Practice for Community Specialist Practitioner Qualifications Raising the Standards for People being Cared for in the Community





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‘Community nurses have a key role to play in the management and treatment of all physical and mental health conditions that people experience.’



### Foreword by Professor John Unsworth OBE

I am delighted to be able to introduce this important and innovative programme of work by The Queen's Nursing Institute.

The Queen's Nursing Institute has a proud educational heritage going back to its foundation 135 years ago. During that time, healthcare has changed beyond recognition, giving access to technology and treatments that could not be imagined even a generation ago. The health of most people in society today has been transformed, and most people are living in better health for far longer. Complex conditions that would formerly have been severely debilitating or fatal are now managed – largely in the home and community settings – as chronic conditions, enabling people to live independently and comfortably.

Despite this, many of the social determinants of health today mean that there are huge challenges to individual and population health and wellbeing. These social determinants of health – including poverty and a lack of secure housing – have a huge impact on lifespan and quality of life for many. Mental health conditions including dementia present a major challenge to individuals, their families and carers, and clinicians.

Community nurses have a key role to play in the management and treatment of all physical and mental health conditions that people experience. As the possibilities of treatment develop and improve for an array of complex conditions, often occurring as co-morbidities, specialist nursing practice at an advanced level becomes essential for high quality care to be delivered in the community.

Nurses are at the forefront of ensuring Universal Health Coverage, a key objective for the World Health Organization. Across the country nurses are providing care to marginalised and excluded communities from individuals who are homeless to those in custodial care.

Creating our future community nursing workforce requires a consistent approach to the development of excellent practice and clinical leadership. Our work on specific standards is designed to build upon the broad regulatory standards to ensure wherever a person lives, works or accesses services the care they receive is of the highest quality, based on evidence and is tailored to their own individual needs.

Universities across the UK have an excellent track record of delivering Specialist Practitioner Qualifications (SPQs) for community nurses, enabling them to work at their full potential. To build on this success and to prepare nurses for the future, the Queen's Nursing Institute is embarking on a programme to support universities with national standards of education and practice for the growing range of community nursing specialisms. I believe this collaborative work will be of enormous benefit to the health of patients, families and communities.

Professor John Unsworth OBE  
Chair of Council, The Queen's Nursing Institute

## Introduction

In July 2022, the Nursing and Midwifery Council (NMC) published new standards for recordable post-registration nursing qualifications: [https://www.nmc.org.uk/globalassets/sitedocuments/standards/post-reg-standards/nmc\\_standards\\_of\\_proficiency\\_for\\_community\\_nursing\\_spqs.pdf](https://www.nmc.org.uk/globalassets/sitedocuments/standards/post-reg-standards/nmc_standards_of_proficiency_for_community_nursing_spqs.pdf).

The Queen's Nursing Institute (QNI) welcomes these, as the previous standards had not been updated for over 20 years, and did not reflect the advanced skills, knowledge and expertise required of those nurses working independently and leading and managing teams of regulated and unregulated staff in nurse-led services, in high risk and unpredictable environments of care in the community.

The new NMC standards are core standards, applicable to all fields of practice in the community. The creation of field specific standards therefore presents an opportunity to illuminate the true detail of everyday clinical practice, the application of core knowledge and skills, and the advanced nature of this practice.

In response to calls by both universities and employers and working closely with the NMC, the QNI has agreed to develop field specific standards to enhance the core NMC standards. The QNI will work with universities and employers to achieve active support for the use of the standards in developing post graduate NMC approved Specialist Practitioner Qualification (SPQ) programmes.

The QNI seeks to achieve consensus from universities and the wider sector for the QNI to endorse, through a validation process, SPQ programmes for those using the field specific standards being created. Furthermore, the QNI will issue students who complete a post graduate SPQ programme with a formal digital accreditation and certificate, recognising in addition to their academic qualification, their proficiency level and specialism at an Advanced Level. In doing so, the QNI seeks to build a career path for those completing validated courses and involve them in the community nursing sector. It sees this as a progression towards becoming a Queen's Nurse. In Scotland, QNIS would seek to connect with those completing courses at Scottish universities in a similar way.

Through this process, the QNI standards will thereby support the education and practice of those nurses preparing to lead and manage nurse-led services in a community setting, and they will form an integral part of their career path to working at an advanced level within a specific field of practice, and progress towards becoming future Queen's Nurses. This aligns with the QNI's strategy of seeking to support nurses who work in a community context to improve and enhance the experiences and outcomes of their patients.

### **A four-country approach**

Queen's Nurses awarded the title by the QNI, currently comprise a professional network of around 2000 community nurses across England, Wales and Northern Ireland who have been recognised as having reached the highest level of professional skills and practice for delivering outstanding patient care in the community. In Scotland there are 130 Queen's Nurses who have all undertaken a nine-month transformational development programme to achieve their QN title.

The four countries that make up the United Kingdom – England, Scotland, Wales and Northern Ireland – each have a separate government, with Scotland, Wales and Northern Ireland having had devolved administrations since 1997/98. The devolved administrations have responsibility for their national NHS and health education bodies, leading to different policies regarding population health and important differences in how health services are planned and delivered. However, the QNI's field specific standards under development are intended to be applicable for all universities that offer 'NMC recordable' SPQs in the UK.

The Queen's Nursing Institute based in London works in England, Wales and Northern Ireland, while the Queen's Nursing Institute Scotland operates separately there. Both organisations are

‘In response to calls by both universities and employers and working closely with the NMC, the QNI has agreed to develop field specific standards to enhance the core NMC standards. ’



independent charities and not constrained by national structures in healthcare or education. Both charities award the title of Queen’s Nurse (QN) to community nurses in the respective countries, following different application systems with their own criteria. SPQs are not a prerequisite to apply for the title of Queen’s Nurse in any UK country.

### About the QNI

The QNI seeks to be the independent voice of community nursing in England, Wales and Northern Ireland, striving to influence health care policy and supporting the nursing workforce to ensure that people are provided with the best possible nursing care in their homes and communities, whenever and wherever that care is needed. We promote excellent nursing care for everyone, where and when they need it, provided by nurses and their teams with specific skills and knowledge.

The QNI achieves this through the following:

- Setting standards for use by the sector. The QNI has a long and successful record of setting standards for education and practice which have been used by universities to map against their SPQ programmes.
- Building networks of best practice in the specialist areas within community nursing at the heart of which are Queen’s Nurses: active community practitioners who have undergone a rigorous validation process to demonstrate their professional skills and ability to deliver outstanding nursing in the community.
- Providing rigorous data and evidence through our International Community Nursing Observatory (ICNO) which seeks to analyse data to influence policy and enhance delivery, led by Professor Alison Leary MBE.
- Our leadership training offer, which includes our Executive Leadership Programme for senior executives working in the community setting and Aspiring Leaders Programme, for those looking to develop their leadership skills within the community setting.
- Our Innovation Programme, which provides the opportunity, working with employers, for nurses in a community setting to go through a formal innovation and evaluation process to improve health and wellbeing, and developing, validating and sharing best practice which can then be formally published and scaled across the sector.
- In addition, through its small funding reserves, the QNI is able to provide financial support for individual nurses through its grants programme.

We believe in:

- Excellence: in nursing, supported by innovation and evidence.
- Inclusivity: promoting and valuing equality and diversity in all that we do.
- Partnership: with people, organisations and policy makers, ensuring individuals, families, carers and communities are at the heart of all we do.
- Independence: using data and intelligence to provide an independent voice.
- Advocacy: championing the unique contribution of all community nurses.
- Legacy: cherishing our history whilst supporting innovation and new ways of working
- Integrity: living our values and challenging inequalities.







‘The QNI will develop nine sets of field specific standards of education and practice to support universities’ post-registration specialist practitioner qualifications (SPOs). ’



In all that we do, we understand outcomes by measuring our:

**Influence:** Improving the health of wellbeing of individuals by the development of excellent best policy and practice, through gathering and utilising the best data and evidence available.

**Quality:** Creating the right context for excellent innovation and feeding that into creating and ensuring the highest standards for community nursing.

**Voice:** Supporting nurses to become highly valued role models and leaders and, integral to that, ensuring nurses are supported in terms of their wellbeing, work environment and professional needs.

### The New Programme of Field Specific Standards

The QNI will develop nine sets of field specific standards of education and practice to support universities’ post-registration SPOs.

Six of these standards are planned to be published in January 2023 and a further three will be published in July 2023. All the new standards will have a public consultation period before final adoption. The first six draft standards will be opening for consultation in December 2022. It is recognised that there is a tight timetable to work to as the first students using the new standards will start in September 2023 and universities will require the new standards well before that time.

Nine field specific standards reference groups are being led by either a leading community nurse practitioner or nurse academic with relevant expertise. The overall programme of work will be supported by an Advisory Board, with invited representation from relevant stakeholder organisations across England, Wales, Northern Ireland, and Scotland. This strategic Advisory Board is chaired by the QNI’s Chair of Council, Professor John Unsworth OBE.

The new proposed standards of education and practice will cover the following fields:

January 2023	July 2023
 Adult Social Care Nursing	 Criminal Justice Nursing
 Community Children’s Nursing	 Community Learning Disability Nursing
 Community Mental Health Nursing	 Hospice Nursing
 District Nursing	
 General Practice Nursing	
 Homeless and Inclusion Health Nursing	

These areas reflect five formally recordable NMC-recognised areas of expertise, with an additional four being developed that recognise the fields of practice community nurses work in today. The additional four areas are being developed following feedback from the wider sector. Two will be developed in the first phase and a further two will be developed in phase two.

## Advanced Practice and NMC Standards

All QNI Field Specific Standards will be mapped against the pillars of Advanced Practice. Advanced Practice is described within four distinct but connected pillars of practice, which are sometimes summarised in slightly different terms by different authorities:

1. Clinical Practice
2. Facilitating Learning
3. Leadership and Management
4. Evidence, Research and Development.

In a particular nursing role, there may be greater or lesser emphasis on any of the four pillars. The QNI Field Specific Standards will also be mapped against the Seven Platforms of the NMC Standards of proficiency for community nursing SPQs.

The QNI plans to review and update all Standards that it publishes, every five years.

Universities will be invited to map their Specialist Practitioner Qualifications (SPQs) to the QNI's Field Specific Standards. All university newly developed SPQ courses must be delivered at postgraduate level.

## Rationale for developing Field Specific Standards

The QNI is seeking to establish with greater clarity the advanced level of practice that is provided by community nurses in the settings in which they deliver care, and lead and manage services. This is part of the QNI's ongoing work to articulate the highest standards for nurses working in the community.

The QNI has considerable expertise in developing standards of education and practice in NMC-annotated fields over the past five years. These standards have been used by universities to help shape their SPQs in the relevant fields of practice.

Standardisation of education and practice in community nursing fields has many benefits, including:

- Articulating the essential skills and experience necessary to practice autonomously in situations that are complex and challenging.
- Enabling employers to know that nurses applying for posts around the UK have the necessary skills and knowledge.
- Supporting community nurses who are striving for excellent patient care in the community and leading teams of regulated and unregulated staff to deliver the best care possible.

Community nurses represent a significant portion of the 700,000 nurses currently registered with the NMC in the United Kingdom. We have estimated, and through a Community Nursing Workforce Population Study currently in progress are seeking to establish, that this is in excess of 300,000 practitioners.

The endorsement by the QNI of fields of practice within SPQ programmes – and issuing those who complete an NMC approved postgraduate programme with a formal digital accreditation and certificate – will establish a nationally recognised high-quality knowledge and proficiency level in their specialism independent of the NMC register, matched to the field specific standards which reflect an advanced level of practice.

‘The QNI is seeking to establish with greater clarity the advanced level of practice that is provided by community nurses in the settings in which they provide care, and lead and manage services.’



## Introduction to the Role of the Advisory Board and Establishment of a QNI Community Nursing Education and Standards Committee

To support this work, the QNI has established an Advisory Board to oversee the creation of the standards. This Advisory Board will ensure the standards are robust and gain acceptance across the health and care sector. It is made up of key sector partners, including academics, who working with the QNI can ensure the standards meet the rigorous requirements of a postgraduate programme supporting the development of an advanced level of practice.

The Advisory Board first met in September 2022 to formally initiate the work and agree its overall direction. It meets again in November to review a sample of the standards, which will be provided for open consultation and feedback; it will then meet again in January to approve the finalised standards for publication.

As part of the Advisory Board’s remit, it will also inform the QNI Council’s plans to establish as a formal part of the QNI governance mechanism, a Community Nursing Education and Standards Committee. This will be a sub-committee of the QNI Council with remit to ensure the appropriate rigorous approach to the endorsement of NMC approved SPQ programmes and to oversee the issuing of digital accreditation and certificates for students who successfully complete those courses. It will also supervise the final three standards for July 2023 publication.

## Introduction to the Fields of Practice

*‘SPQs provide an excellent opportunity for all nurses working in the community to be recognised for their knowledge, expertise and capability, working autonomously at an advanced level of practice, leading and managing a team of regulated and unregulated staff.’*

Dr Crystal Oldman CBE, QNI Chief Executive

A Specialist Practitioner Qualification (SPQ) is a key part of the continuing professional development of community nurses. The QNI’s field specific standards of education and practice will enable the development – and assessment – of SPQ programmes that are tailored to deliver the field specific skills and knowledge required for specialist community nursing practice. The new QNI field specific standards will cover the following fields of practice:



### Adult Social Care Nursing

Nurses are normally the lead clinician within nursing homes and as such carry a significant burden of responsibility for the clinical and holistic care of residents within the home, as well as having a leading management role working within the legislation and policies of the organisation and local authorities. The SPQ in adult social care nursing will be beneficial for nurses in these roles and will provide value and an assurance for owners/operators of nursing and residential homes of all sizes. It will recognise and acknowledge the expertise and high-level complex care that adult social care nurses provide for their residents and families.



### Community Children’s Nursing

Community Children’s Nurses (CCN) are autonomous practitioners working collaboratively with babies, children, young people and their families/carers to ensure health needs are supported to be met in a variety of community settings. They deliver high quality and complex health care for those with acute/long term conditions, disabilities and complex conditions, life-limiting and life-threatening illness including those requiring palliative and end of life care. The CCN role is







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highly complex, always evolving and requires skills in negotiating, coaching, teaching, innovation, assessing risk and shared decision making in areas of complex clinical care that may have limited evidence base. The SPQ will provide an excellent post graduate programme to ensure the workforce is enabled to develop the required skills and experience for advanced level in the community.



#### **Community Learning Disability Nursing**

A community learning disability nurse (CLDN) works with people who have a learning disability to improve their wellbeing and social inclusion. They also offer help and support to their family and carers by reducing barriers to independence and supporting the person to live a fulfilling life enabling them to improve and/or maintain their physical and mental health. A CLDN may also help people to learn skills needed to find work. This can be significant in helping them to lead a more independent and healthy life where they can relate to others on equal terms. An SPQ in this specialism will recognise nurses working at an advanced level of practice ensuring that they ‘close the loop’ on referrals made on behalf of the person they are representing and contributing to policies and practice relating to learning disability.



#### **Community Mental Health Nursing**

Community mental health nurses are autonomous practitioners who deliver and support those with complex mental health needs within the community setting. They use leadership, critical thinking and communication skills to flexibly adapt their clinical practice to changing presentations, situations, case load management and care-coordination. This includes ensuring practice is consistent with human rights and mental health legislation. They work alongside service users and their families providing psychosocial interventions and psychoeducation to staff, service users and carers. Mental health community nurses also maintain mental health and promote wellbeing through the recognition of population and public health working across the health and social care system to reduce restrictive practices, promote choice and provide an alternative to inpatient care.



#### **Criminal Justice Nursing**

Nurses working in the criminal justice setting face complex challenges linked to the very specific client group they work with. Many people within the system experience a range of complex and chronic physical and mental health issues. Nurses in this setting must also have an excellent knowledge of working with those who have legal and illegal substance use issues, and a knowledge of infectious disease management and treatment. Particular sensitivity is required and excellent communication skills. People may live for a long time within a custodial environment and as such there are increasingly complex multi-morbidities. A Specialist Practitioner Qualification would be of enormous value in ensuring high quality expert nursing leadership within this complex and growing population.



#### **District Nursing**

District nurses are advanced autonomous practitioners who deliver and manage complex healthcare within the home based on need and across a wide range of illnesses. They use management and risk skills to adapt to changing situations, case load management and care-coordination, providing education to staff, patients and carers. District nurses prevent ill health and promote wellbeing through the recognition of population and public health, reducing hospital

admissions and improving quality of life, communicating across the health care system to enable people to be cared for in their place of choice. The District Nursing SPQ is the best preparation for a nurse working in the community to deliver holistic care, managing complex caseloads, preventing unnecessary hospital admissions and promoting patient comfort and safety.



### **General Practice Nursing**

The General Practice Nurse SPQ prepares the General Practice Nurse (GPN) to work autonomously addressing the complexities in prevention of ill health and promotion of wellbeing. In addition to a wide range of clinical skills sets, they are instrumental in managing individual and population health. They require skills in negotiation, coaching, teaching collaboration with other agencies and services in supporting people and their carers to enable them to live safely and confidently at home, managing their own conditions wherever possible. The SPQ also prepares the GPN to adapt and manage a range of models of care provision and lead future GPN education and training in practice



### **Homeless and Inclusion Health Nursing**

Homeless and inclusion health nurses are autonomous practitioners addressing health inequalities and barriers to accessing services, for people who are facing multiple severe disadvantages. They deliver high quality and complex healthcare to their clients wherever they may live. Homeless and inclusion health nurses are creative solutionists, who use their leadership and communication skills to mobilise and adapt quickly and efficiently to the changing situation of their clients, their health and social care needs and their environments. An SPQ in this speciality will encourage future nurses to work within the sector by undertaking a programme of study and having a recognised qualification.



### **Hospice Nursing**

Nurses working in a hospice environment practice in a uniquely challenging environment but one which also offers many rewards. Supporting people towards the end of their life is a privilege that requires a broad range of great skills and aptitudes. Close relationships are a feature of this setting, not only with residents of a hospice but also with their families. A Specialist Practitioner Qualification offers huge potential to formally develop and extend the skills needed in leading services end-of-life care.

## **Benefits**

### **Benefits for Universities**

Universities offering SPQs mapped against the QNI's Field Specific Standards will have an attractive offer for post-registration students wishing to progress their career and practice at an advanced level, within a recognised specialism. Universities will be able to adopt a more streamlined and cost-effective approach to establishing a map between the new NMC standards and the SPQ qualifications required by the profession.

In addition, universities will be able offer students who use the QNI Standards a nationally recognised digital accreditation and certificate. This independent national accreditation will give significant prestige to the institutions and the graduates and demonstrate how the course maps onto and reflects an Advanced Level of Practice.

One educator wrote that he had found the existing QNI voluntary standards to be *'an invaluable resource for universities to map their programme and module outcomes to... This has ensured a robust approach that has enabled the development of courses, modules and assessment strategies that meet the needs of students in the ongoing development of evidence-based contemporary practice.'*

### **Benefits for SPQ Students**

For students, the standards will enhance their career path and ultimately enable them to become excellent nurse leaders to create teams driving the best practice and standards and connect



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them into the remarkable career pathways experienced by community nurses and epitomised by the QNI’s Queen’s Nurses.

According to one nursing academic, for students, the standards have been ‘*very beneficial in providing a structure within their specialist community practice placement*’ and ‘*students have reported that this has greatly supported them in terms of consolidating and evidencing their ongoing development as they then seek to move forward in their careers.*’

Quotes from graduates of the District Nursing SPQ are provided for illustrative purposes:

*‘... the course was beyond expectation, we covered legal aspects working with law students at the University. This still sits in the back of my mind when undertaking assessments, documentation, managing my case load, and making clinician decisions. We also covered clinical assessments, prescribing and leadership which I use on a daily basis even after qualifying. On reflecting back, the Specialist Practitioner Qualification course in district nursing does transition you from a community staff nurse to a district nurse and I do believe you do not end the course as the same person or clinician as you started.’*

*‘The course equipped me with the basic theoretical knowledge and underpinned some of my previous experience as community nurse making sense of situations when dealing with them. Since qualifying and practising as a district nurse I have been able to put theory into practise and build on these leadership skills allowing me to make decisions based on theoretical knowledge and experience.’*

*‘I was fortunate enough to have previous leadership and management training through the armed forces, but the DN course not only enhanced my knowledge further but made me view things from a much wider perspective.’*

*‘My knowledge of other services and specialisms was dramatically enhanced during the programme, which improved my practice by better signposting for patients. I also became interested in care models that were applicable to frailty, as prevention and management of this was something I was keen to write about in assignments as a newly accepted long-term condition.’*

*‘[Without the SPQ] I would not be in a senior nurse role, and I think I would perhaps be making decisions without thinking about the consequences and the effect this can have upon a patient / staff member. I would perhaps be more task-oriented in patient’s care, and not look at things broadly and laterally. I would not have the in depth understanding of clinical governance, or the importance of patient and staff safety.’*

*‘I firmly believe the SPQ provided me with enhanced knowledge and skills that I was able to transfer into my current practice as a specialist nurse. Expanding on the theory behind developing practice and the management of change, I now write clinical policies (with confidence) for my health board. I still use the assessment skills I developed as a district nurse to enhance the care of my patients in community settings.’*









### Benefits for Employers

As individual nurses will have access to clearer and more distinctive and nationally agreed educational pathways, contextualised within each specific field of practice, this will have a wider benefit in terms of staff development, recruitment, and retention. These clearly defined educational pathways will be aligned to the specific needs of individuals, communities, and populations as a whole, and contemporary and continuously evolving clinical and therapeutic approaches.

Nurses will have recognised skills and knowledge, mapped against the relevant national standards, to support them to develop their advanced practice and to lead teams in nurse-led services, in community settings that are demanding and complex.

### Benefits for Commissioners and the Health and Social Care System

For commissioners of health services, SPQs support a national standard of nurse education within specific fields of community nursing practice. With the range and complexity of healthcare being delivered in the community, we believe national standards are becoming increasingly valuable, if not essential.

Registered nurses often practice alone and must make decisions autonomously without quick reference to colleagues. They must also oversee the work of unregulated staff and students. Additionally, many of them now hold independent prescribing qualifications with the additional responsibilities required by this. The QNI's approach is to ensure that nurses working in these community settings have the best possible preparation for the challenges they will face, and we believe this is via SPQs embedded within the university sector, working in partnership with provider organisations.

## Biographies of Advisory Board Members



**Professor John Unsworth OBE** is Chair of Council at the Queen's Nursing Institute and the Interim Deputy Faculty Pro Vice Chancellor at Northumbria University. Prior to his current post John has worked as the Head of Learning and Teaching, University of Sunderland, Head of Academic Development at the Higher Education Academy and as Director of Nursing Programmes at Northumbria University. John is also an International Council of Nurses (ICN) Global Nursing Leadership Scholar 2020. John trained as a nurse in Sunderland and worked in a variety of acute ward settings before moving into district nursing. He has a PhD from Robert Gordon University which specifically examined the influence of health care organisations on innovation and development. John is an alumni of the QNI Innovation and Creative Practice Awards and is a Queen's Nurse. John was awarded an OBE for services to community nursing and community nurse education in the Queen's Birthday Honours in 2022.



**Obi Amadi** is Chief Executive at Community Practitioners and Health Visitors Association and Unite The Union. In 2014, she was voted one of the Health Service Journals BME Pioneers and in 2013 she was awarded a Health and Social Care BME Award for services to the NHS. She is currently the Chair of the Mary Seacole Awards Steering Group.



**Dr Nichola Ashby** is the Deputy Director of Nursing, Education, Research and Ethics, at the Royal College of Nursing. She strategically leads organisational delivery of the RCN education, learning and development offer, research, International Diaspora and student membership across the UK. Nichola influences through the development of global health policy and representing nursing and nurses from across the entire health and social care provision. She is also an Associate Professor at Nottingham University



(hon). The representation of the nursing voice is essential to embedding nurse leadership across UK health and social care delivery and she represents the RCN 450,000 plus members voices working closely with regulators, Professional Bodies, UK senior stakeholder groups and Governments. Nichola sits on the steering and advisory groups leading care audit and strategic planning, such as the National Clinical Enquiry of Outcome and Clinical Death. As an active researcher, Nichola's PhD explored the stigmatising attitudes values and beliefs of healthcare workers towards iatrogenic infections and she has developed a longitudinal educational model. She is a Senior Fellow of the Higher Education Academy. She continues to actively support research into student experiences of learning during Covid 19.



**Jenny Aston** is an Advanced Nurse Practitioner at Granta Medical Practices, AHP lead for Cambridge & Peterborough Training Hub and regional HEE GPN and ICS ACP forum member. As RCGP AHP/ Nurse representative she has been involved in national work on Nursing capabilities and Frameworks and the extension of Fit notes to additional healthcare professionals.



**Alex Bax** is the Chief Executive at Pathway. Previously, he served as Mayor's Senior Policy Advisor for Health and Sustainable Development. Alex became a member (through distinction) of the UK Faculty of Public Health in 2012. Alex has also worked with the National Institute for Clinical Excellence, the Greater London Alcohol and Drugs Alliance and as a London Child Poverty Commissioner. Alex is a visiting fellow at the Institute of Health and Human Development at the University of East London and he is also Chair of My Fair London.



**Debbie Brown** is Director of General Practice Nursing at the South East London Training Hub. Debbie moved into primary care nursing in 1998 and became London's first Primary Care Nurse Consultant in 2015 for NHS Lewisham CCG. Debbie was instrumental in setting up a CEPN in Lewisham with Health Education South London.



**Clare Cable** is Chief Executive and Nurse Director at the Queen's Nursing Institute Scotland. A children's nurse by background, Clare has a wealth of experience as a nursing leader in health care improvement and policy. Her vision is to unleash the creativity of nurses to be catalysts for positive change in the health and wellbeing of individuals, families and communities.



**Emma Davies** is Professional Standards and Regulation Manager at Health Education and Improvement Wales. She is also a Health Visitor. Previously, she was Professional Development Coordinator for the Health Visiting Service in Cardiff and the Vale HB. She has also had an article published in the Journal of Health Visiting.



**Catrin Evans** is the Principal Educator for Nursing Midwifery and Allied Health Professions post-registration and postgraduate education at NHS Education for Scotland. Catrin is a nurse with a background in community nursing practice and education.



**Dr Agnes Fanning** is the Programme Lead for Field Specific Standards at the Queen's Nursing Institute. Agnes had various roles in the NHS but found her niche when she qualified as a District Nurse. Agnes joined Buckinghamshire New University, first as Course Leader for the community programmes and later as Associate Professor. Agnes' interest in maintaining high quality patient care inspired her doctoral studies into how social innovation can enhance patient care in the community. Agnes became an independent healthcare consultant in 2018 and has been working with the QNI on various projects since – most recently the Pre-Registration Nursing Students and Newly Qualified Nurses project.



**Liz Fenton** is Deputy Chief Nurse at Health Education England. She also works with the Care Quality Commission as a Specialist Advisor and is Chair of the CHKS Accreditation Council and undertakes peer review surveys nationally and internationally. Liz became a Queen's Nurse in 2017 and was awarded an OBE in 2022.



**Hilary Garratt** CBE is Director of Nursing and Deputy Chief Nursing Officer at NHS England and NHS Improvement, and a QNI Fellow. Hilary is a registered Nurse and Health Visitor and has held a number of Executive Director and Deputy Chief Executive posts across both commissioning and provider organisations. Hilary received a CBE in the 2017 New Year's Honours for services to Nursing and her national work to safeguard some of the most vulnerable people in society. Hilary was also awarded an Honorary PhD from Salford University in 2018 and is a visiting Professor at Chester University.



**Professor Julie Green** is Head of School, School of Nursing and Midwifery at Keele University and serves as Professor of District Nursing. Previously, Julie was Dean of Education at Keele. Julie is a member of the Steering Committee of the Royal College of Nursing District Nursing Forum, a Fellow of the RCN and QNI and a Higher Education Academy Senior Fellow.



**Professor Martin Green OBE** is the Chief Executive at Care England. He is also a Commissioner of the Royal Hospital Chelsea. He has previously served as Chief Executive at Age Concern Lambeth and Counsel and Care. In 2013, he was appointed Visiting Professor of Social Care to Buckinghamshire New University. In 2012, he led the development of the Dementia Care and Support Compact for The Prime Minister's Challenge on Dementia as Department of Health Independent Sector Dementia Champion. Martin was named Care Personality of the Year in 2008 and was awarded an OBE for Services to Social Care in the 2012 Queen's Birthday Honours List.



**Jane Harris** is Programme Director for Nursing Midwifery and Allied Health Professions post-registration and postgraduate education at NHS Education for Scotland. Jane is a nurse with a background in community nursing practice, policy and education. Jane was recently the independent Chair for Health Visiting for the NMC Post-registration Standards Review.



**Anita Hayes** is Head of Clinical Leadership at Hospice UK. Anita qualified as a nurse in 1981. Since then, she has worked in the National End of Life Care Programme team for England, the National Council for Palliative Care and the Emergency Care Improvement Programme.



**Professor Jackie Kelly** is Dean of the School of Health and Social Work at the University of Hertfordshire, responsible for the strategic leadership across a large provision, of education and world leading research, in allied health professions, midwifery, nursing, and social work. As a registered learning disabilities nurse, Jackie has worked in a variety of contexts within in-patient and community settings; as a systemic psychotherapy practitioner; in higher education as a lecturer, academic manager, strategist, and leader. Jackie maintains an ongoing interest in the health and wellbeing of people with intellectual disabilities. Her research interests relate to family and siblings' experience of intellectual disabilities in the UK, with recent work on the co-creation and promotion of resources to support the uptake of COVID-19 vaccinations for people with intellectual disabilities and autism. Jackie is Co-Chair, Non-Medical Editor and Website Management Lead of the Intellectual Disabilities Website Editorial Board and active in several regional and national forums, e.g., Universities Alliance, Council of Deans for Health, where she is Deputy Convenor of CoDH England.



**Linda Kelly** is Chief Executive of Northern Ireland Practice and Education Council. In March 2020, Linda took up a 2-year secondment to the Department of Health as Deputy Chief Nursing Officer and held the Interim Chief Nursing Officer for a short period. Previously she was Assistant Director of Nursing: Safe and Effective Care in the South Eastern Health and Social Care Trust. Linda has a BSc (Hons) in Nursing and MSc in Public Health. In 2016, she completed the Institute of Health Improvement (IHI) Improvement Advisor Programme. Linda has a Post Graduate Diploma in Healthcare Management from London South Bank University following the completion of the Aspiring Nurse Director Programme.



**Dr Katerina Kolyva** is the Executive Director of the Council of Deans of Health, the UK network of universities that deliver healthcare programmes and research. Prior to joining the Council of Deans, Katerina held director roles in UK healthcare regulation and worked with the EU Commission and Parliament as an expert on education and culture policy. Katerina holds a PhD in European studies and MA in international relations from the University of Kent. She held two Marie Curie Fellowships funded by the EU and a national fellowship funded by the Danish Government and taught identity politics and EU policy in Denmark, the UK, Belgium, Lithuania and Jordan.



**Paul Labourne** is a Nursing Officer at the Office of the Chief Nursing Officer for the Welsh Government and covers Primary & Community Care, Integration & Innovation. Previously, Paul has held senior roles in the NHS including Deputy Director of Nursing & Operations and general management roles in both England and Wales.



**Steph Lawrence MBE** was born and has spent most of her working life in Yorkshire. She trained as a nurse in Calderdale and has worked within the NHS for the last 35 years. As well as being a Registered Nurse for adults, she also holds qualifications in children's nursing, district nursing and advanced practice as well as being a non-medical prescriber. She is currently the Executive Director of Nursing and Quality for Leeds Community Healthcare NHS Trust, as well as performing the same role for the Leeds GP Confederation. In addition, she also led on the national district nurse apprenticeship standard and is the Chair of the trailblazer group for this work. She also co-chairs the clinical reference group for the Community Nursing Plan. She has held a number of senior leadership





posts within nursing across provider and commissioning organisations. She is also currently the National Professional Advisor for Community Services in CQC. She was awarded an MBE for Services to District Nursing in the 2022 Queens Jubilee Birthday Honours.



**Paul McAleer** is a Queen's Nurse who has held a number of specialist practice roles, supporting people with learning disabilities and mental health needs within forensic and criminal justice health and social care services. Paul currently works as a lecturer at Queen's University Belfast and is the Post-graduate Pathway Co-ordinator for Advanced Professional Practice in Intellectual Disability Nursing. Paul is forum Vice-Chair for 'Nursing in Justice and Forensics' at the Royal College of Nursing. He also a member of the board of the Royal College of Nursing (Northern Ireland).



**Mary Frances McManus** is Deputy Chief Nursing Officer for the Northern Ireland Government. Mary Frances McManus is a Nursing Officer at the Department of Health with responsibility for Public Health Nursing. She is trained as a nurse and later qualified as a midwife. She then became a Specialist Community Public Health Nurse and worked as a Health Visitor in the Ulster Community and Hospital Trust. Mary Frances moved into management in 2000 where she held Nurse Manager and Child Health Services Manager positions in the South Eastern Health and Social Care Trust. Mary Frances moved to the Department of Health in 2014 to take up the post as Nursing Officer Public Health. She holds a Post Graduate Diploma in Health and Social Services Management, a Masters degree in Public Administration and a Masters degree in Health Promotion.



**Professor Ruth Northway OBE** is Professor of Learning Disability Nursing at the University of South Wales. Ruth was the first Professor of Learning Disability Nursing, and the second Learning Disability Nurse to be awarded an RCN Fellowship. Professor Ruth Northway has been given an OBE in the Queen's Birthday Honours, in recognition of her services to learning disability nursing. Ruth is also a former Editor of the Journal of Intellectual Disabilities.



**Dr Crystal Oldman CBE** joined the QNI in November 2012 as Chief Executive. Crystal worked in the NHS for 18 years, the majority of which was in the field of community nursing, working with some of the most deprived communities in west London. In 1994, she joined Buckinghamshire New University as a senior lecturer to develop a variety of community nursing programmes. Crystal completed her Higher Education career as Dean of Enterprise and Business Management in the Faculty of Society & Health, where her role included the development of partnerships with external agencies to promote research and assist in workforce development. She was awarded a CBE in the Queen's Birthday Honours List in 2017 for services to community nursing and her leadership of the QNI.



**Julie Pearce** is Chief Nurse and Executive Director of Quality and Caring Services at Marie Curie. Previously at Marie Curie, Julie served as Executive Director of Nursing, Allied Health Professionals and Quality. Elsewhere, Julie served as Chief Nurse and Chief Operating Officer at East Kent Hospitals University and Chief Operating Officer at Dorset County Hospital. Julie is a Registered Nurse and holds a BSc in Nursing from Leeds Beckett University and a MSc in Nursing from the University of Manchester. She also served as Nursing Advisor for Acute and Specialist Services at the Department of Health, England.



**Deborah Sturdy OBE** is Chief Nurse for Adult Social Care for the Department of Health and Social Care. Previously, Deborah was the Director of Health and Wellbeing at the Royal Hospital Chelsea and Nurse Advisor for Older People at the Department of Health. She holds two visiting chairs in nursing at Manchester Metropolitan, and Bucks



New University. She was awarded the OBE in the 2017 New Year Honours List for services to older people dementia care and nursing. She is the only nurse recipient of the British Geriatric Society President's Medal awarded in 2011. She was made a fellow of the Queen's Nursing Institute in 2018.



**Anne Trotter** is Assistant Director of Professional Practice at the Nursing and Midwifery Council. She was Deputy Associate Dean at the Homerton School of Health Studies and served as Head of Department at Anglia Ruskin University.



**Dr Emma Wadey** Emma is Deputy Director, Mental Health Nursing at NHS England and a Member of the Technical Advisory Group on the mental health impact of COVID-19 across the European region and the WHO Europe Mental Health Collaborative. Emma is a mental health nurse with over 25 years' experience across a wide range of health, emergency care and criminal justice settings. She has been clinical lead of the National Mental Health, Learning Disability and Autism COVID-19 response cell. She leads the national programme of work on reducing suicides in Nursing and Midwifery and is a member of the expert advisory group and Nurse representative on the design and implementation of an enhanced mental health and wellbeing offer for healthcare staff. Her PhD on the experience of grief after suicide developed the triple process model of coping with grief after suicide, recognising the impact of stigma in mourning. She has also worked with the National Midwifery team building on the success of the Professional Midwifery Advocate programme to develop a Professional Nurse Advocate programme.



**Professor Jamie Waterall** is Deputy Chief Nurse at the Office for Health Improvement and Disparities, part of the Department of Health and Social Care. As a Senior Civil Servant, Jamie has been responsible for several governmental priority policy areas, including the Family Nurse Partnership, NHS Health Check and Cardiovascular Disease Prevention programmes. He is also the National Director for England's All Our Health programme, which aims to increase the public health impact of all health and care professionals. Jamie holds Honorary Professorial positions at The University of Nottingham and The University of Hull. He is also an Editorial Board Member of the British Journal of Nursing.



**Professor Mark Whiting QN** is a Consultant Nurse for Children with Complex Health Needs in Hertfordshire Community NHS Trust. He also holds the post as WellChild Professor of Community Children's Nursing at the University of Hertfordshire. Through his careers Mark has worked within both the NHS and Higher Education, where he has been able to follow his interest in all aspect of the provision of Community Children's Nursing Services, through Clinical Practice, Education, Research, Management and Strategic Leadership.



**Graham Woodham** is the Programme Head for Regulated Professional Workforce at Skills For Care. Graham's work includes the development of the Nursing Associate role, working closely with the DHSC and HEE. Graham has also been involved in the development of professional standards and the Assessed and Supported Year in Employment (ASYE) for newly qualified social workers. Previously, Graham was a social worker and team manager in Community Mental Health Teams in Essex and a mental health and social care training manager. His practice experience includes 10 years as an Approved Social Worker (Mental Health Act) as well as several years working in the voluntary sector.

## Biographies of Standards Reference Group Leads



### **Rebecca Daniels QN - Community Children's Nursing**

Rebecca is a qualified paediatric nurse with 22 years clinical experience. She has been working within Community Children's Nursing (CCN) services in East London for the past 15 years, in various CCN roles and currently Community Children's Matron. She is passionate about ensuring babies, children and young people (BCYP) with health needs can remain at home and integrated into their community alongside their peers, with the right community nursing support in place.

She is also passionate about teaching, leadership and quality improvement. She recently qualified as a professional nurse advocate (PNA), enabling her to provide essential restorative supervision within the workforce. She became a Queen's Nurse in 2020 and is a core founding member of the UK wide online CCN forum (@CareCCN) which is supporting CCNs across the UK to develop guidance, share knowledge and experiences, connecting via online platform.



### **Dr Agnes Fanning QN - Adult Social Care Nursing**

Agnes had various roles in the NHS but found her niche when she qualified as a District Nurse. Working as a District Nurse enabled Agnes to work with student nurses sharing her enthusiasm and knowledge of District Nursing. This resulted in Agnes taking a position at Buckinghamshire New University. She became Course Leader for the community programmes and later became Associate Professor. Agnes' interest in maintaining high quality patient care inspired her doctoral studies into how social innovation can enhance patient care in the community. Agnes became an independent healthcare consultant in 2018 and has been working with the QNI on various projects since – most recently the Pre-Registration Nursing Students and Newly Qualified Nurses project. Agnes has always had an interest in Adult Social Care Nursing Whilst working as a DN Agnes delivered teaching sessions on a voluntary basis to local care homes. Her MSc thesis looked at 'Factors that may impact on Student Nurses' Perceptions of Nursing Home Placements' and further academic work investigated the collaboration between professionals in caring for people with alzheimers.



### **Angie Hack QN - General Practice Nursing and Community Learning Disability Nursing**

Angie Hack has a background as a District Nurse since 1989 and a Senior Lecturer at London South Bank University since 2006. Angie was Course Director for the Foundation Degree Programme (for Assistant Practitioners in Primary Care) at London South Bank University until 2015 and has since co-developed and led the General Practice Nurse Programme successfully for nurses new to General Practice. Angie strongly believes in tripartite working to ensure a positive experience for students, practice mentors and practice leads and shares a passion for developing all levels of nurses and helping individuals to realise their potential. In addition to promoting district nursing and primary care nursing, Angie has been seconded to the QNI as an Assistant Director of Nursing Programmes to promote general practice nursing and lead on the management of the General Practice Nurse Education Network. Angie was awarded The Queen Elizabeth the Queen Mothers Award for Outstanding Service and became a Queen's Nurse in 2016. Angie is also a member of the Keep In Touch project.



### **Kendra Schneller QN - Homeless and Inclusion Health Nursing**

Kendra Schneller is a nurse practitioner and has been working with people experiencing homelessness, including clients with addictions and refugee and asylum seekers in Lambeth, Southwark and Lewisham for almost 14 years. She has developed services to improve the health and social well-being of her clients. In 2018, Kendra jointly led on what is now a successful street outreach service, which was initially funding as a pilot project from the Queen's Nursing Institute and the Burdett Trust. Kendra is the current Vice Chair for the London Network for Nurses and Midwives Homelessness Group. Kendra promotes the importance of inclusion health through her work and concentrated effort to



enhance the education and skills to those not working in the sector. She has won several awards, including The Nursing Standard's Community Nurse Award, 2011 and Adult Nursing Mentor of the year 2014 for her Trust. In 2019, Kendra became a Queen's Nurse, a Windrush Scholar, an NHS Assembly member and won the Chief Nurse's Individual of the Year Award at her Trust. She has published various articles on homeless health in nursing journals, her Trust's publications, and a local newspaper.



**Dr Emma Wadey - Community Mental Health Nursing**

Emma is Deputy Director, Mental Health Nursing at NHS England and a Member of the Technical Advisory Group on the mental health impact of COVID-19 across the European region and the WHO Europe Mental Health Collaborative. Emma is a mental health nurse with over 25 years' experience across a wide range of health, emergency care and criminal justice settings. She has been clinical lead of the National Mental Health, Learning Disability and Autism COVID-19 response cell. She leads the national programme of work on reducing suicides in Nursing and Midwifery and is a member of the expert advisory group and Nurse representative on the design and implementation of an enhanced mental health and wellbeing offer for healthcare staff. Her PhD on the experience of grief after suicide developed the triple process model of coping with grief after suicide, recognising the impact of stigma in mourning. She has also worked with the National Midwifery team building on the success of the Professional Midwifery Advocate programme to develop a Professional Nurse Advocate programme.



**Dr Amanda Young QN - District Nursing**

Amanda qualified at the London Hospital in 1987, and has a varied career including a year in Canada, before focussing on becoming a District Nurse and Community Practice Teacher in Newham, East London. This was followed by an academic career at London Southbank University teaching adult nurses running a community nursing module prior to focusing on end of life care and moving to NELFT in East London to become the Lead Palliative Care nurse, working strategically to improve end of life care across the organisation. Amanda then undertook her PhD in palliative care at Lancaster university specialising in end of life care in care homes, graduating in 2016 and moved back into nurse education at Anglia Ruskin University to teach Adult nursing with an emphasis on long term conditions, Advance Practice and Palliative Care. Since 2009 Amanda has organised the End of Life facilitator network for London arranges speakers to share good practice and research and provide a network to those who often work in isolation.

**Hospice Nursing –TBC**

**Criminal Justice Nursing –TBC**

## The Queen's Nursing Institute – a Proud Educational Heritage

The QNI was established in 1887 and has its origins in setting standards for, educating and organising the District Nursing workforce long before this became part of the National Health Service in 1948.

In recent years the QNI has built on its educational heritage to extend its work with higher education institutions and nursing educators.

The first Voluntary Standards for District Nurse Education and Practice were published in 2015 and have been followed at regular intervals by standards for Community Children's Nursing, General Practice Nursing, Community Learning Disability Nursing and Standards for Nurses new to working in Care Homes. These standards are designed to support universities in developing modern programmes of study for nurses leading and managing services in complex community settings and are mapped to the SPQ programmes by the majority of universities: <https://qni.org.uk/nursing-in-the-community/standards/>

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