



SAPHNA ANNUAL REPORT 2023-24

FOREWORD



Sharon White OBE | CEO

I have enjoyed the honour of remaining CEO of SAPHNA again for this past year, however, our continuous growth and achievements are only, in part, down to me, rather, are due to our ever-expanding team. The embedding of our Professional Officer role occupied by Sallyann Sutton and, more recently, our two Deputy Professional Officers, Anne-Marie Gallogly and Julie Critcher, coupled with the expansion of our Committee, Trustees and our Young Person Ambassador, have and continue to bring about significant and positive change.

Thanks to all for their dedicated and tireless work. Thanks too to our growing number of members from all four countries and the crown dependencies.

We continue to strengthen existing and develop additional partnerships across a wide range of organisations, utilising collaboratives to share our joint call for a funded commitment to improve and optimise our children and young people's health and well-being, which will help turn the tide on the current worsening downward trajectory, prevent ill-health, reduce impact on health and social care services and the economy and, importantly, is ethically and morally the right thing to do

Local practitioner intelligence, alongside the voice of the child, their families, our partners, research, evidence and best practice will and must remain at the heart of what we do if SAPHNA are to remain a key player in bringing about positive and much needed change.

SAPHNA is well respected and recognised as the leading Professional organisation for the School nursing workforce; we are key to influencing, shaping, changing, and challenging policy and look forward to working alongside our next Government to promote, prevent and protect the health and well-being of children and young people and the wider communities in which they live and learn.



Our members 2023/24

Our membership has seen an overall growth of 13.6%; in times of austerity and significant budget pressures, this is to be applauded.

The bulk of our members are 'Corporate' and funded by their employers, we still have 150+ members who do self-fund.

Our Corporate sponsorship has also grown to one gold, and five silver partners.

Our strategic priorities

✚ Policy and Partnership

Collaborating with and connecting like-minded organisations to influence health and care policy and practice.

Raising awareness and articulate the value of school nursing of the benefits improving capacity and capability of the workforce to deliver evidence-based practices that improve the health and wellbeing of children and young people.

✚ Research and Education

Promoting and participating in research, ensuring dissemination of findings.

Work in partnership with approved Education Institutes to develop an environment of academic and professional excellence that enables school nurses to grow and flourish.

✚ Professional Development and Workforce

Identifying, highlighting, and providing targeted professional development to address gaps to support career development.

Raising standards, promoting excellence in practice by building expertise, developing leaders, creating networks, and promoting innovation in practice.

Governance and management

Summary

This past year we have appointed a number of additional paid personnel and are currently recruiting to a new Business Manager post.

- We have created a Senior Leadership Team
- We have welcomed additional Committee members and have restructured our workstreams.
- We have appointed an additional 3 trustees.
- We have appointed our first Young person ambassador.

- We have launched our joint campaign: A school nurse in every school. [A school nurse in every school campaign | SAPHNA – School And Public Health Nurses Association](#)
- We have conducted our first annual survey on School Nursing; Where are we now?
- We have completed our annual accounts and filed them with the Charities Commission
- We have revised and developed our Strategy.
- We have developed a 2024-2027 Business Plan
- We have developed and continue to audit our policies and procedures.
- Our website is under review and refresh.
- We have expanded our Corporate sponsorships and funding.
- We have secured monies for a 3-year research project.
- We continue to strengthen our nurses based in educational settings offer.
- We are strengthening our 4 country/territories offer.

Membership support

Summary

We have maintained a keen focus on the well-being of the school nursing workforce via special interest groups, regular two-way communications, representing local practitioner intelligence under our '*You said, we did, so what?*' pledge, and increasing our visibility at face-to-face and hybrid events and in publications.

- Member-led, special interest groups have been formed, these alongside emerging trends, research, evidence policy, practice.
- Resources including toolkits, podcasts, presentations and briefings have been developed.
- Regular column contributions to the British Journal of Child Health and articles Nursing in Practice and multiple other publications.
- Local Government joint briefings, blogs and resources
- Healthy Child Wales Programme
- We have conducted a number of service reviews, advised and supported Providers and Commissioners in writing service specifications, procurement, tendering and implementation of contracts.

SAPHNA focus on members' development.

What we did

- We have represented their authentic local practitioner voice to all relevant partners within a cycle of continuous feedback.
- We have developed and strengthened our student school nurse offer.
- We offer support via our academic advisors.
- We offer publication support via our editorial expertise.
- We have established closer working relationships and are exploring a more formal partnership with the National forum of school health educators (NFSHE)
- We have co-developed a maturity learning matrix as part of the Pan-London commission of the SCPHN project.

- We have supported research via our commissioned work in the 0-19 Childrens research network, promoting and participation in research studies, supporting and submitting funding applications.
- We have facilitated practice placement opportunities.
- We have offered shadowing opportunities.
- We have showcased their work.

Via our expert committee, our works and our membership engagement, we have Identified key challenges and priority areas so we can use to inform our ongoing business plan and associated actions/events. These to include:

- leadership,
- safeguarding
- workforce management.
- We are currently analysing the results of the survey which will better help us to tailor our development support to members.

Impact

- We have positively influenced, changes and challenged policy.
- We have encouraged more into the school nursing workforce.
- We have brought local additional investment into school nursing services.
- We have increased our visibility, our worth and acclaim.
- We have created a shared and improved learning culture between national, regional and local Commissioners, Providers and our organisation.
- We have built a string community of practice for nurses based in educational settings.
- We have built research interest and activity.

Improving public health practice

Summary

- We have contributed to the Chief Nursing Officers' Strategy (due for imminent publications)
- We have achieved the 'buy-in' and commitment of a significant number of partners/decision-makers for a 'School nurse in Every School'.
- We have highlighted, challenged and changed inappropriate workforce dilution.
- We have conducted 0-19 service reviews.
- We have mobilised new services.
- We have supported Commissioning of services.
- We have constructively challenged and prevented funding cuts.
- We have developed and published a raft of educational materials.
- We have supported, participated and promoted a raft of research.
- We have supported the 'No Child Left Behind' campaign on food poverty.
- We have extended our membership of numerous coalitions including the Health Policy Influencing Group and the Health Equity Network
- We are standing members of the National Safeguarding Steering group.

- We have had increased media presence.
- We have delivered our Leadership programme.
- We have delivered our Nutritional healthy lifestyles programme.

Impact

- We have positively influenced, changed and help develop policy.
- We have put school nursing firmly on the map.
- We have improved the understanding of the role of the school nurse and services.
- We have reached a consensus of understanding on the role of school nursing services in child protection and understanding (England)
- We are developing a joint position statement on the same.
- We have prepared and improved school nursing leaders.
- We have skilled up the workforce around numerous areas of public health nursing practice.
- We have been instrumental in the increase in free school meals for children.

Policy

Summary

This year, we have continued to engage with members and external stakeholders on a range of topics:

- We are midst developing a joint position paper with the Association of Directors of Public Health and the Institute of Health Visitors, of the role of health visitors and school nurses in safeguarding and child protection.
- We are an active member of the Health Policy Influencing Group
- We are active members of the Health Equity Network
- Facilitated numerous webinars/meetings to gather local practitioner intelligence in order to responded to 10+ consultations including 'a smoke free generation', 'DfE consultation Relationship and Sex Education', the Cass review, 'Protect pupils with allergies' and more.
- Worked with others to produce 'Health of the next generation: Good food for children.'
- Active within: No Child Left behind campaign.
- Invest in speech and language campaign (RSCLT)
- Dump the scales campaign (Hope Virgo)
- Children at the table (NCB)

Advocacy and advice

Summary

We have met with key parliamentarians from across the whole political spectrum, attended roundtable events such as Healthy Child Wales Programme, Smokefree generation, Eating Disorders Awareness week parliamentary event.

Continued to work collaboratively with a wide range of [partners](#) including other charities and professional bodies, the NHS, local government, UK Health Security Agency, Office for Health

Improvement and Disparities, CNOs, the Children’s Commissioners public health bodies, to ensure the voice of local public health is represented in national conversations and decisions about key issues.

Campaign for ‘A School Nurse in Every School.’

We joined forces with the College of Medicine (Sir Sam Everington/Dame Donna Kinnair), the Queens Nursing Institute to establish our campaign for a School Nurse in Every School. In November 2023 we held our first roundtable event where key decision-makers came together and pledged their support. The report here: [A school nurse in every school campaign | SAPHNA – School And Public Health Nurses Association](#)

We have seen many benefits from these pledges in action such as significant connections with ICB Chief Exec Nurses, membership of the National Safeguarding Steering Group, funding for a ministerial visit to Sweden to compare school nursing funding models. The next meeting is to take place July where we will revisit the pledges made against actions and welcome new members to the alliance, most of whom who have requested to join in our campaign! Importantly this is a mantra being shared by many in positions of power and influence.

The impact

Publishing the Campaign report has strengthened our relationships with stakeholders and facilitated multiple meetings with individuals and organisations. The document is a key resource for members to refer to and share when meeting partners and local politicians.

Communications and engagement

Summary

We have continued to work tirelessly to improve two-way communications with our members and across the school and public health nursing workforce. This has helped to further advance SAPHNA as a brand and respected organisation as well as a broadening of the understanding of school nursing roles and public health.

- Weekly Shout Out distributed to 5K+
- Quarterly newsletter
- Monthly webinars
- 20K website traffic per month
- 25K+ followers on X and other social media platforms
- Annual Student School Nurse Award
- Successful nominations for CNO award and Cavell awards
- SAPHNA part of NIHR award winning 0-19 Childrens research network also finalists in Nursing Times awards
- SAPHNA finalists upcoming Communique awards re Immunisations toolkit

The impact

Our membership continues to grow and our organisation to flourish. We are still undergoing a period of restructure to meet growing need and are currently embracing our new recruits, volunteers and supporters. Engagement with membership forms a key role and hence our forthcoming annual conference will be both face-to-face and online. Our special interest groups/communities of practice are continuously evolving again linked directly to membership (and workforce) need.

The demographics of our website traffic and social media channels demonstrate a wide diversity of partners/colleagues from across the children's workforce, helping them receive important updates, access open resources, materials, links and information sources. In the past year we have been engaged with several partners who have expressed interest in either acquiring or forming a formal partnership with SAPHNA. For now, this is not our direction of travel, however, we are flattered by the interest, a true testimony to our growing reputation, professionalism and unique offer.

Acknowledgements

Despite growth, our Senior leadership team and support services are insignificant compared to most other like charities. Our expert committee comprise national experts in their field and, supported by their employers, volunteer their time and talents; others do this as individuals. Our trustees and Young person ambassador also volunteer their services as do our academic advisors. To all of them, to our Senior leadership team Sallyann, Maggie, Anne-Marie and Julie, to Gemma as the essential cog in the wheel and to all who support our ***small but might charity***, a huge thank you for all you have done and hopefully, will continue to do.

Our school aged children need us now more than ever, as their needs rise and our workforce diminish, we commit to continue to drive forward the agenda to address their health inequalities and to achieve optimum health and well-being outcomes.

Sharon White OBE
CEO SAPHNA

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