

# The Queen's Nurse Programme

## An independent evaluation from Robert Gordon University (RGU)

Six years on from the initial consideration of a Queen's Nurse Development Programme (QNDP) for Scotland, there is now a growing community of more than 100 Queen's Nurses in Scotland making ripples across the country, acting as role models and passionate catalysts for change.

As a charity, QNIS is committed to the sustainability of the programme and this real time, longitudinal, qualitative evaluation of the first two cohorts to participate in the Queen's Nurse Development Programme was planned from the outset.



### Main findings

The report presents an independent evaluation of the programme in 2017 and 2018. The findings highlighted that participants experienced a journey of self-discovery and transformation, as both people and professionals, spanning the period prior to starting the QNDP through to post-completion.

### Before the programme

Individual, interpersonal and practical challenges were experienced by participants prior to the programme. Feeling stagnated at work with stress, fatigue and frustrations were commonplace. Initial reflections on the purpose and delivery of the QNDP revealed vague or unfounded beliefs and expectations, specifically that this wasn't the 'taught' leadership or clinical skills-based programme that they had expected. Instead, most were pleasantly surprised that the key focus was on them and their personal development.



### During and after the programme

Self-development and transformation were evident - as an individual; as a professional; and as initiating positive change in others. These changes were appraised positively, perceived as life-changing and life-long. Various elements of the programme facilitated this - the residential stays offered the blend of 'safe space', environment, ambience, facilitation, support and connections with peers instrumental to



self-development and growth. Practical tools and approaches introduced and developed during the QNDP were also key, and included one-to-one coaching, mindfulness, action learning, storyboarding, evoke cards, art, as well as exercise, relaxation and general self-care. These served to develop skills in reflection, critical thinking, problem-solving and resilience.

### Beyond the programme

These new-found tools and qualities, like self-belief, confidence, courage and drive, were expressed through a widespread rejuvenation and reinvigoration at work, evident in terms of self-fulfilment, promotions, new roles, a desire to continue work despite previous consideration of retirement, and embedding new, creative and improved ways of working. Changes and new ways of being and working had positive implications in terms of both service-delivery and team functioning, as well as

personal relationships. A further area of impact related to the pride, prestige and widespread recognition attached to the QNIS and QNDP, was the development of a community of practice within cohorts and across the two cohorts. The QNIS aspires to creating a social movement of Queen's Nurses to positively promote and undertake community nursing in a new and creative way with maximum benefit for communities.

### In conclusion

The report authors found that participants were overwhelmingly positive about the programme, and appreciated its design, facilitation, approach and methods utilised, as well as the resulting impacts and outcome. The programme enabled participants to see through a new lens, re-position themselves and embody new person-centred ways of being and doing, which transcended both their personal and professional lives as community nurses, colleagues, 'leaders', service providers, networkers, family members and friends.

A community of practice has been created within and across the cohorts which has the potential

to become a social movement. The programme achieved a key aim of connecting individuals and equipping participants with a range of new skills. The findings of this evaluation and the QNDP are likely to be transferable to other health and social care professionals and beyond the Scottish context.

**Read more...**

The full report is available to read on the QNIS website.

Please visit [www.qnis.org.uk](http://www.qnis.org.uk)

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