

Outstanding Care,  
Compassionate People,  
Healthier Communities



Sherwood Forest Hospitals  
NHS Foundation Trust

# Delivering Our Future

Nursing, Midwifery  
& Allied Healthcare  
Professional Strategy

**2025 - 2028**









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## Foreword **Phil Bolton, Chief Nursing Officer**

As your Chief Nurse I am really proud to welcome you to the new Nursing, Midwifery & Allied Healthcare Professional (AHP) Strategy. This is our commitment, contribution and delivery plan to support the implementation of the 2025-2028 Sherwood Forest Strategy 'Improving Lives'.

This is your strategy developed by you with over 880 of you contributing to the creation of our plan over the past year. It outlines how as a team we will deliver our future. The key areas of focus we have collectively chosen are:

- **Serve our Community**
- **Support our Workforce**
- **Sustain and Grow**

I am proud of the patient focus and high standards of care that we provide here at Sherwood Forest Hospitals. I believe the strategy we have created will equip and enable us to continue to meet the diverse needs of our patients, carers, staff and wider community.

I am committed along with the wider team to support and enable you to deliver the priorities and areas of focus we have set out.

Thank you to all Registered Nurses, Midwives, AHPs, Nursing Associates, support staff and beyond. I look forward to continuing to work with you to develop the great foundations and amazing work we have started to deliver over the past three years.

*Phil*



## Senior Nursing, Midwifery & AHP foreword:


### Delivering our Future:

Nurses, Midwives and Allied Health Professionals at Sherwood are committed, compassionate advocates for our patients, and families, providing expert care, therapies, and supporting new life into the world. The dedication of our workforce shapes lives and strengthens our community.

Every profession and individual within our Nursing workforce plays a vital part in delivery of outstanding care. Together, we create an environment where compassion, innovation, and excellence thrive.

As we look forward together to deliver our future, we will strive to provide the best outcomes for our patients, support and develop each other, and drive quality and improvement in outstanding care that is safe, sustainable, evidence-based, and person-centred. The Nursing, Midwifery & AHP voice, expertise and commitment will shape the delivery and success of this strategy.



 We employ **6,000** people of which 1,869 are Registered Nurses, 181 Registered Midwives, 1,147 Healthcare Support Workers and 458 AHPs

 We have a vibrant community of **400** volunteers

 We serve a population of **350,000** people in Mid-Nottinghamshire and beyond

 We have over **650** beds across the three sites, at King's Mill, Mansfield Community and Newark Hospitals

 We deliver **3,500** babies each year at our hospital

 We have achieved the UNICEF Baby Friendly **bronze** award

 We have recruited **275** internationally-educated Registered Nurses to support our workforce

 We achieved the Pathway to Excellence designation, a globally recognised nursing excellence framework

 We have a programme of Staff Recognition, through the globally recognised DAISY Awards and the Tulip Awards





## Developing our new Strategy

This new Nursing, Midwifery & Allied Healthcare Professional (AHP) Strategy was developed in consultation with representatives from Nurses, Midwives and Allied Health Professionals across Sherwood Forest Hospitals NHS Foundation Trust, which covers the three sites, including King's Mill, Mansfield Community and Newark Hospitals.

### These consultations were at:

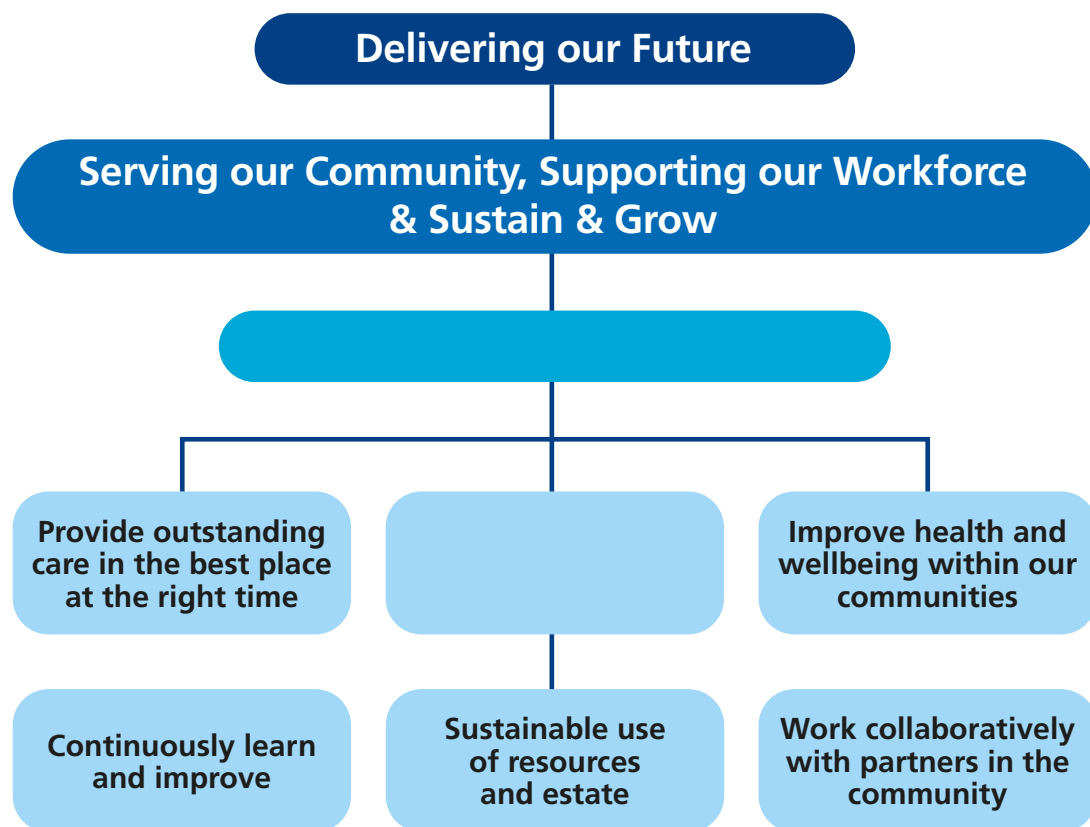
- Engagement events held over four months.
- 880 nursing, midwifery & AHP staff were consulted.

### The engagement events included:

- Ward Sisters, Charge Nurses & their teams.
- AHP leads & teams.
- Matrons.
- Clinical Educators.
- Clinical Nursing, Midwifery & AHP Specialists .
- Senior Leadership Team.
- Public engagement.



## Aligning the new Nursing, Midwifery & AHP Strategy 2025-28 to the Trust's strategy:

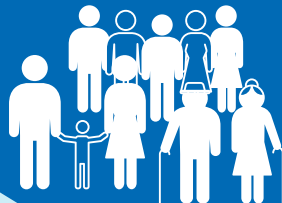




## Delivering our Future

We will...

Serve **our**  
Community



Support **our**  
Workforce



Sustain **and**  
Grow



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## Serve our Community

**Working together to provide evidence-based high-quality care, striving to reduce harm through continuous improvement and learning.**

**To help us achieve this we will:**

- Involve people and their carers by listening to their voices.
- Support patients to understand their own health needs, addressing health inequalities.
- Provide welcoming and safe care environments.
- Work collaboratively with our partners to provide excellent care.
- Embrace technology to improve care and experience.



**Working together to ensure the voice and diversity of our professions are valued for their expertise and contribution.**

**To help us achieve this we will:**

- Support self-care, health and wellbeing.
- Develop our workforce through talent management and development programmes.
- Have clearly defined essential and specialist competencies mapped against a developmental framework.
- Ensure equality, diversity and inclusion in recruitment and retention.
- Celebrate the achievements of our staff / workforce.





## Sustain and Grow

**Working together to ensure we all contribute to the sustainability of the organisation.**

**To help us achieve this we will:**

- Influence and promote NMAHP local and national agendas.
- Spend public money wisely.
- Contribute to the green agenda.
- Foster a culture of sustainability through education, training and leadership.
- Embed culture of research, service improvement and innovation.





COME AND  
JOIN OUR TEAM

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## Allied Health Professionals

- Dietitians • Speech & Language Therapists
- Operating Department Practitioners
- Orthotists • Paramedics • Physiotherapists
- Diagnostic Radiographers • Orthoptists
- Occupational Therapists



Allied Health Professionals (AHPs) at Sherwood Forest Hospitals



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## AHPs

With Professionals

Professionals (AHPs) are a vital part of the NHS workforce. They are trained to deliver a wide range of services, using their skills to prevent, improve or maintain health, and to maximise the quality of life for individuals and communities.

©SFH ChiefAHP

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