



We will carefully monitor that we are delivering our vision so that our nursing reflects what our patient, their families and our colleagues have told us they want from a GOSH nurse.

A GOSH nurse:

- is friendly, kind, caring and considerate
- looks after us well
- is calm and efficient and knows what they are doing
- understands that each child is unique and precious
- is always learning and developing to improve quality
- strives for academic excellence and always demonstrates evidence based practice
 - always listens and explains what is happening in a way that we understand
 - is a team player
 - tries to understand and helps us
 - has a sense of humour
 - is proud to be here

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Great Ormond Street Hospital Vision for Nursing

Nursing is delivered by a high-achieving and effective workforce, committed to continually improving quality care. We aspire to demonstrate that nursing at Great Ormond Street Hospital is 'top five globally'.



We fully adopt the NHS Chief Nursing Officer's vision for Compassion in Practice. Our shared purpose is to maximise our contribution to high quality compassionate care and to achieve excellent health and well-being outcomes.

Care

Care is our core business and that of our organisation, the care we deliver helps the individual person and improves the health of the whole community. Caring defines us and our work. People receiving care expect it to be right for them consistently throughout every stage of their life.

Compassion

Compassion is how care is given through relationships based on empathy, respect and dignity; it can also be described as intelligent kindness and is central to how people perceive their care.

Competence

Competence means all those in caring roles must have the ability to understand an individual's health and social needs and the expertise, clinical and technical knowledge to deliver effective care and treatments based on research and evidence.

Communication

Communication is central to successful caring relationships and effective team working. Listening is as important as what we say and do, and is essential for "no decision about me without me". Communication is the key to a good workplace, with benefits for staff and patients alike.

Courage

Courage enables us to do the right thing for the people we care for, to speak up when we have concerns and to have the personal strength and vision to innovate and embrace new ways of working.

Commitment

A commitment to our patients and populations is a cornerstone of what we do. We need to build on our commitment to improve the care and experience of patients to take action to make this vision and strategy a reality for all, and meet the health and social care challenges ahead.



We are aspiring to global leadership in children's nursing by

Continuously improving quality of care

- Working together we will provide the highest level of compassionate care, standardising care where we can while championing innovation
- We will empower each other to strive for zero harm, no waste and no waits
- We will support good practice in attending to the human factors which enable care quality delivery across highly functioning teams

Capitalising on technology

- Working collaboratively we will realise the potential of technology to improve productivity and quality, and patient, family and staff experience of nursing

Working to always provide a positive experience of care that exceeds expectations

- We will continually involve and listen to our patients and their families, using their stories to provide the insight needed to influence our actions
- We will act as advocates for our patients and families at all times

Building nursing research capacity

- We will develop structures to enable us to undertake and publish children and young people's nursing research, translating outcomes back into the workplace for the benefit of Great Ormond Street Hospital (GOSH) patients, and for children and young people in the UK and worldwide
- We will use and generate research evidence to form the basis for our practice and staffing levels

Championing children and young people's health wellbeing and care

- Working together with our colleagues across health and social care we will 'make every contact count' to promote the health and well-being of our children, young people and their families empowering them to live healthy, happy and fulfilling lives

Demonstrating world class nursing care

- Leading from the front we will demonstrate world class levels of nursing care through national and international benchmarking. By developing our nurses to understand their leadership role and freeing our leaders to have the time to lead and make improvements to care, we will lead the way in advancing care practices

Leading the way in children's nursing education

- We will ensure that we have a consistent approach to the development of staff and equality of career opportunities for lifelong learning across the career pathway
- We will lead the way in lobbying for the development of children's nursing education, both nationally and globally

Being a world class employer

- We will ensure that we have the right staff, with the right values, knowledge and skills, in the right place, at the right time
- By supporting our staff we will ensure that they have a positive experience and create worthwhile rewarding jobs from the very start of their nursing career
- Nurses at GOSH will be professional, accountable, consistent, productive and efficient in everything that we do