

# IMPACT REPORT 2022-2023

# FUTURE FRONTLINE



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# CO-FOUNDERS' MESSAGE



This year we welcomed some large structural changes to Future Frontline with Leah Brooks becoming the Chief Operating Officer and creating three new sub-teams - the aspiring students, current students & professionals teams, each with two Co-Directors. Making sure our organisation is sustainable for the future was very important to us this year, alongside promoting members of the team to positions of more responsibility.

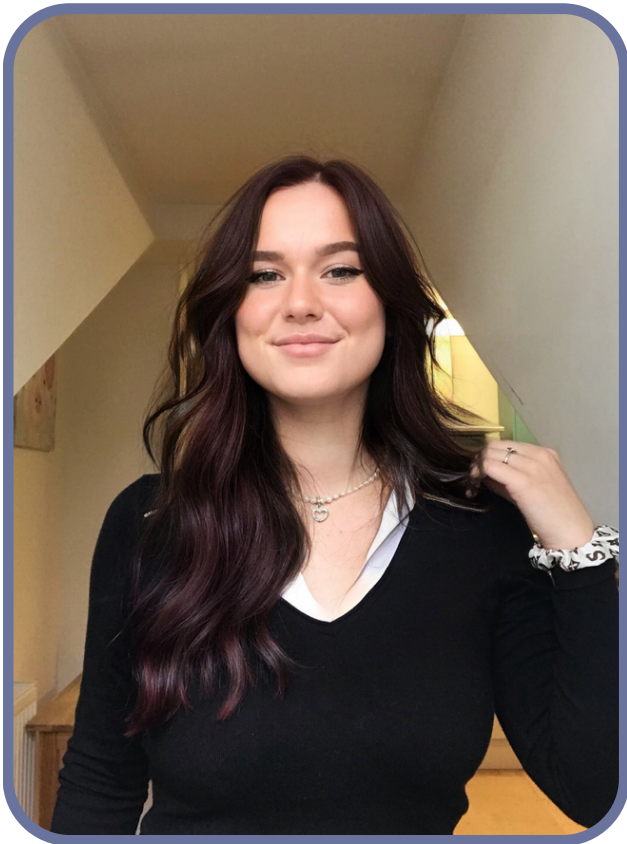
We thoroughly enjoyed our first in-person committee meeting in October 2022 having founded the organisation back in August 2020 during the pandemic when opportunities to meet face-to-face were limited. This really brought the whole team together and we saw even better teamwork after this meeting.

With the recently released NHS workforce plan, never before has our work been more important with our two main aims of inspiring and supporting the future and current generation of healthcare workers in the UK. We are working hard to create a well-supported and resilient body of students, apprentices and professionals to promote retention in the healthcare system, as well as raising awareness of healthcare careers and widening participation to create a diverse workforce that is representative of the patient population it serves.

We would like to take this opportunity to thank all of our professional and student volunteers who have worked tirelessly to help run projects and events at Future Frontline this year and without who, none of our work would be possible.

**DR NATASHA BINNIE & NIKKI KERDEGARI**  
**CO-FOUNDERS**

# CHIEF OPERATING OFFICER'S MESSAGE



I've had the pleasure of being COO for a whole year now, and looking back I'm so proud of all we have achieved as a team. Seeing the organisation grow and being actively involved in this has been a real privilege, and I am so incredibly grateful for everyone on the team and what is to come in 2023-2024.

We kicked off 2023 with our first in-person event - the UK's first multidisciplinary student conference, and it was amazing to see so many different healthcare students across professions working together in workshops, and learning from each other. Interdisciplinary working has always been so important to us and seeing it in action reminded me the importance of our work, bringing people together. I want to thank the conference team who worked so hard, alongside their studies, to make this conference a success.

One of my aims this year has been to build up the confidence and leadership of our current team members, and new members joining us. I was able to work with one of our current students team members, to encourage them to write articles, to discuss their aims for working with us, and excitingly create a role for her based on her aims, which will further our mission to provide insight into the multitude of roles within healthcare - bring on the Future Frontline podcast coming soon. I've also had the delight of assisting our officers in planning their webinars, and taking on further leadership roles as directors, hosts, and article writers.

Finally I want to thank all of our team members for giving up their time to be a part Future Frontline, inspiring and supporting the current and future of the NHS.

**LEAH BROOKS**

**COO**

# INTRODUCTION

Future Frontline was founded in August 2020 and became a registered Community Interest Company in June 2022 and certified Social Enterprise in March 2023.

All of our work to date has been run by a team of over 30 healthcare professionals and students who represent 13 different careers in healthcare and come from across the UK. All of the team volunteer their time alongside their jobs and studies.

This report summarises our work from the last academic year June 2022- June 2023.

We have some exciting innovative projects and events planned for the next academic year. If you like to get involved either working in our team or think your organisation would be a good fit to partner with us, we'd love to hear from you. You can find our contact details at the end of this report.



# ISSUES



There are over 133,000 staff vacancies in NHS trusts in England.



Applications to healthcare degrees are declining, including an 11% decrease in the number of students starting nursing courses from 2021 to 2022.



Young people are not made aware of the multitude of healthcare professions that exist and which they can pursue.



Only 82% of healthcare professionals attended a state school which is 11% lower than the percentage of people who are state-educated.



Career advice is very inconsistent depending on what school you go to and who you know in your own personal network. This disadvantages students from the most deprived areas.



18.7% of NHS staff experienced bullying or harassment from a colleague in the last year with the hierarchal system contributing to this statistic and worse outcomes for patients.

# AIMS

**1**

Raise awareness of the multitude of healthcare careers within the NHS.

**4**

Widen participation in healthcare degrees and careers.

**3**

Support healthcare students and professionals throughout their degrees and careers.

**2**

Provide career advice for both healthcare students and professionals.

# ASPIRING STUDENTS



Over the last year I have greatly enjoyed expanding Future Frontline’s support for those in the earlier stages of their healthcare careers. Everyone starts somewhere and by developing our aspiring student team, we have provided such great resources such as a virtual careers fair, an Instagram post on why the GRA reform is so important to healthcare and short-form videos on our bitesize interview topics. Through volunteering my time I have personally developed a large variety of skills that I didn’t know I had. By working with a team of incredibly talented individuals, I’ve been able to take on a larger leadership role than my previous position and develop not only my strengths but also learnt so much from this wonderful team of passionate colleagues. Future Frontline helps our community as much as it helps the team that works to provide our resources. Personally, I have been so empowered by the conversations I have with the team and the incredible things they all do. Through this and the platform that Future Frontline gives me, I’ve been able to talk about things that really matter to me and that I feel healthcare professionals and students should know about. Whether it was my contribution to the Eating Disorder Awareness Week post where I encouraged anyone in our community who may be struggling to seek help or when I shared my experience with Borderline Personality Disorder in our May MDT webinar.

**MAISIE SINCLAIR**

**ASPIRING STUDENTS CO-DIRECTOR**



# ASPIRING STUDENTS



I have thoroughly enjoyed my time as Co-Director of this team. In particular, I have enjoyed helping to bring together our current affairs webinar and BAME representation webinar in collaboration with Naabil from the Very Junior Doctors podcast. It was fascinating to hear about all the inequalities still present in healthcare and I hope it has enriched my understanding of these in my own practice as a student nurse. Another of my highlights was bringing together the first free nursing interview workshop. We implemented Multiple Mini interviews (MMIs) which are short assessment stations comprising questions, scenarios and interviewers to help prepare students for admission interviews. State-educated students were separated into breakout rooms in pairs with a current, DBS-checked, student interviewer answering mock interview questions. Frontline's interview stations. We believe it is the first MMI-style workshop aimed specifically at supporting aspiring nursing students with their applications to university and we believe the event enabled students to practice their interview techniques, gain valuable, personalised feedback, and build confidence. I am very excited to launch the Next Gen programme this coming year as an extension of the aspiring students' team. With this programme, we will be delivering in-person workshops to state schools across the country in order to educate under 16s on the variety of health professions available to them. Watch this space!

**ELLA VENN**

**ASPIRING STUDENTS CO-DIRECTOR**

# ASPIRING STUDENTS STATISTICS



**14 WEBINAR MASTERCLASSES**, attended by **813 people** and provided insights into different healthcare careers, the latest healthcare current affairs and university application support. Received a mean rating of **4.5/5** from attendees in response to "how helpful did you find this webinar?".



**VIRTUAL HEALTHCARE CAREERS FAIR** where 20 healthcare professionals gave a 15 minute talk about their career. Over 100 aspiring students attended and of which 100% attended a state school and 54% stated that they would be a first generation university student.



**MOCK MMI INTERVIEW WORKSHOP** for over 80 aspiring Medicine, Dentistry & Nursing students, of which over 56% said that they would be a first generation university student and 78.8% went on to receive an offer.

# CURRENT STUDENTS



Supporting students during their studies is vital: university is tough and can be very stressful for the future healthcare workforce, so, to encourage the continuation of studies and retention, I believe it is essential to demonstrate that there is a life outside of studies - we *can* be both healthcare students and *people* with hobbies, whether it be sports, baking, photography or music. As the Current Students Co-Director, I have enjoyed finding ways to help students realise this, for example, through the 'I'm not just a healthcare student' videos.

Other important work from the Current Students team has included writing articles on the Future Frontline team's revision strategies, exploring the world of research and how to get into it and looking at how to face the cost of living crisis as a student.

This year we are launching the Summit Project, with the aim to support students with their personal and professional development through conferences and events. Our first conference will be held in November, where we will be exploring how we can support our healthcare colleagues with disabilities.

**MILLIE SNOOK**  
**CURRENT STUDENTS CO-DIRECTOR**

# CURRENT STUDENTS STATISTICS



**7 WEBINAR MASTERCLASSES** covering topics such as "How to Get Into Research", "A Placement Survival Guide" and "Taking Time Out of Your Degree" helping students with both their professional and personal development.



**MULTIDISCIPLINARY STUDENT TEAMWORK & LEADERSHIP CONFERENCE**, attended by 42 healthcare students and apprentices from 15 courses and 15 universities. 32% of delegates were first generation university students. The conference received an overall usefulness score of 4.73 out of 5.

# MULTIDISCIPLINARY STUDENT CONFERENCE

Future Frontline ran the first free multidisciplinary student conference in collaboration with the NHS Leadership Academy in Leeds, in February 2023. We were particularly pleased that the conference was truly interprofessional in nature with delegates coming from 15 different degrees and apprenticeships.

The conference featured 3 keynote talks from Rachael Moses OBE, Professor Anne-Maree Keenan and Miriam Kershaw and Katherine Brock. As well as having senior healthcare leaders speak at the conference, it was also important to us to give students and apprentices the opportunity to present. Delegates were invited to submit a presentation pitch prior to the conference and 4 successful ones were chosen. Student presentations included "Lessons from the Orchestra" and "The Use of Social Media in Healthcare Leadership". The student presenters were given the opportunity to rehearse their presentation virtually prior to the conference with a Future Frontline team member, recognising that for some of them this was their first conference presentation.



As well as presentations, the conference featured a hackathon where delegates were divided up into 6 multidisciplinary teams and tasked with the challenge of coming up with an innovation to improve multidisciplinary team working in healthcare. Time in the day was also left for delegates to network which provided extremely valuable for students and apprentices to learn from each other.

# HEALTHCARE PROFESSIONALS



I have loved stepping up into the role of Co-Director for the professionals team. I have enjoyed collaborating with Miriam and other team members to put on webinars that had great feedback. I also particularly enjoyed the medicine and dental interview prep and our first conference which I found incredibly rewarding. I feel as though I have been able to develop my leadership skills and my own understanding of the healthcare industry to enable me to help others!

**KATHERINE BROCK**

**HEALTHCARE PROFESSIONALS CO-DIRECTOR**



I've really enjoyed being a Co-Director of the healthcare professionals team. Over the last year, I've been able to use my own experiences of transitioning from a student Dietitian to a newly qualified Band 5 and then to a Band 6 Dietitian to inform some of our webinars and website articles. I've loved being able to use my leadership skills in a non-clinical setting. Being part of Future Frontline has helped me with building my own network of healthcare professionals going through similar experiences and building a support network outside of work.

**MIRIAM KERSHAW**

**HEALTHCARE PROFESSIONALS CO-DIRECTOR**

# HEALTHCARE PROFESSIONALS STATISTICS



**5 WEBINARS** attended by over **240 professionals** and covering topics such as working as a healthcare professional in the prison system, how to progress in your career and reflections on working in healthcare. The webinars received a mean usefulness rating of **4.4/5** by attendees.



**MENTAL HEALTH PANEL** event in collaboration with the charity "You Okay, Doc?" and "You Okay, Nurse". The panel was made up of a nurse, trainee pharmacist, doctor and psychotherapist. The event was attended by 50 healthcare professionals and students and **100%** of attendees reported that the event had challenged mental illness stigma.



**8 MULTIDISCIPLINARY CASE-BASED DISCUSSIONS** attended by >800 students and professionals attended the webinars live or via recording. Each webinar produced an increase in mean attendee confidence.

# MEDIA



**>8,800 Instagram Followers. >87 posts** shining a light on the roles of different healthcare professions, healthcare current affairs and application tips.



**>1,091 TikTok Followers with >15,400 likes.**



**>13,000 followers** across social media including Instagram, TikTok, Facebook, YouTube, Twitter and LinkedIn.



**>1,000 average monthly visits to our website, which features >25 new articles** written by UK healthcare professional and student contributors.



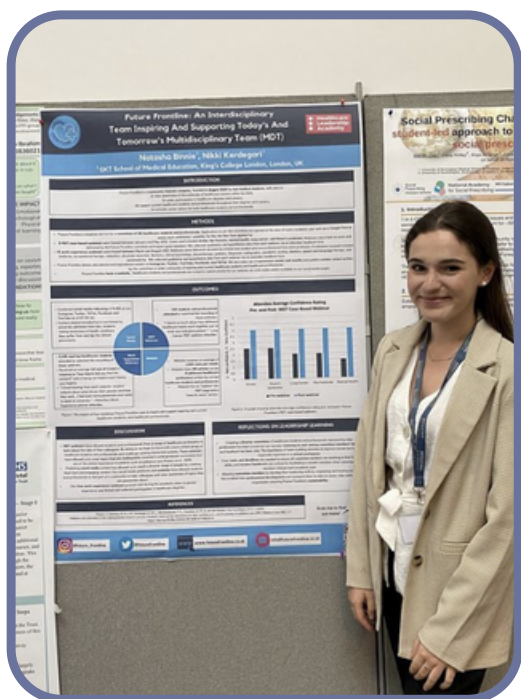
# RESEARCH

Natasha (Co-Founder) had the privilege of presenting a summary of our work from August 2020 - August 2022 at the Empowering Student Leadership in Healthcare (ESLIH) Conference in September 2022. The poster won the 1st place prize at the Conference.

Nikki (Co-Founder) thoroughly enjoyed presenting about our Interprofessional Education work to overcome hierarchal systems in the NHS at the Junior Association for the Study of Medical Education (JASME) Conference in October 2022.

Natasha and Nikki were grateful for the opportunity given by patron Dr Rini Paul to present our impact from the last academic year (2022-23) at the King's College London KUMEC annual conference in June 2023.

Ella (Aspiring Students Co-Director) and Millie (Current Students Co-Director) were delighted to have their abstract accepted on the Mock Interview Masterclasses and Workshops they ran for aspiring medical, dental and nursing students at the AMEE Conference and look forward to presenting their work there in August 2023.



# AWARDS

In June 2023, we were delighted to be named as one of the Top 100 Social Enterprises.

Natasha (Co-Founder) was honoured to receive the Diana Award in June 2023, awarded for her voluntary work at Future Frontline. Many thanks to our patron Rachael Moses OBE for nominating her.

Ella (Aspiring Students Co-Director) has been shortlisted for the Royal College of Nursing Awards, Nursing Student Award for her work at Future Frontline. She has successfully made it into the 75 finalists from over 920 entries.



# PARTNERSHIPS

Future Frontline are always looking to partner with like-minded organisations and are very grateful to have received support from the following organisations over the past academic year:



# CONTACT



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