

Nottingham Hospitals Charity

Staff Development Funding Guidance

Purpose of This Funding

As an independent NHS charity, we support staff development that goes **above and beyond core NHS provision** and delivers measurable improvements in:

- Patient care
- Team performance
- Service delivery

Key principle:

Funding must primarily benefit the **team or service**, not individual staff.

What This Funding Supports

Staff Development Funding is intended for initiatives that:

- Strengthen teamwork and collaboration
 - Enhance clinical practice
 - Improve service delivery
 - Deliver measurable improvements in patient care
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Our Funding Principles

All applications must:

- Demonstrate clear patient or service benefit
- Benefit the wider team
- Be additional to NHS responsibilities
- Be fair, inclusive, and proportionate
- Show measurable outcomes and impact

- Represent good value for money
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What Do We Mean by “Above and Beyond”?

The NHS Trust is responsible for:

- Mandatory/statutory training
- Role-essential training and core CPD
- Appraisal and professional requirements
- Staffing and service delivery

The Charity supports:

- Enhanced, team-based development
 - Collaborative learning and innovation
 - Projects with wider service impact
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What We Can Fund

- Multidisciplinary training and team development
- Simulation and collaborative learning
- Team “time-outs” and facilitated sessions
- External trainers or specialist expertise
- Service improvement programmes
- Pilot or innovative projects

Conferences (limited support)

Only where:

- There is clear team/service benefit
 - Learning will be shared and embedded
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What We Cannot Fund

Core NHS Responsibilities

- Mandatory or statutory training
- Role-essential training or replacement funding for CPD
- Routine staffing or service delivery
- Backfill costs

Individual Benefit

- Individual courses or CPD for the benefit of seeking career progression, appraisal or revalidation
- Formal qualifications or accredited programmes
- Professional memberships

Financial Restrictions

✗: The charity cannot support

- Retrospective applications
- Shortfall/top-up funding
- Advance or bridging payments
- In-person attendance at **International Conferences** or **Training events held outside the UK** – Requests for virtual attendance will be considered on a case-by-case basis
- Travel and accommodation as standalone requests
- Training that results in a formal qualification or is a nationally recognised award issued by a professional body.

⚠ What We Are Unlikely to Fund

- Individual-focused requests
- Conferences without clear service impact
- Social or recreational activities
- Team away days without a learning focus
- Projects without measurable outcomes

Funding Rules & Financial Guidance

Funding Limits

- **£1,000 maximum per person in any 12-month period**
- Once the £1000 limit is reached, no further funding will be approved in the same 12-month period

Applicant Responsibilities

You must:

- Seek **best value** when booking
 - Ensure costs are **reasonable and proportionate**
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Costs We Do Not Support

- Subsistence (meals, drinks, refreshments)
 - Hotel Wi-Fi
 - Conference dinners or social events
 - Membership fees
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Travel & Accommodation (Including Taxis)

- Only funded as part of an approved activity
- Not funded as standalone requests

Taxi Use

- Only in exceptional circumstances (e.g. no public transport, mobility needs)
 -  Must be **pre-approved**
 -  Not reimbursed without approval
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What You Need to Demonstrate

Your application must clearly show:

- A defined need
- Team or service benefit

- How learning will be shared
 - Measurable outcomes
 - Value for money
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Evaluation Requirements

All funded projects must include:

- Expected outcomes
 - How impact will be measured
 - Evidence of improvements in:
 - Patient care
 - Team performance
 - Service delivery
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Before You Apply – Key Questions

Ask yourself:

- Does this improve patient care or team performance?
 - Is this beyond NHS responsibility?
 - Will it benefit the wider team?
 - Can the impact be measured?
 - Is it good value for money?
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Applications may be declined if:

- Individual benefit outweighs team benefit
 - The activity is an employer responsibility
 - There is no clear patient or service impact
 - Learning will not be shared or embedded
 - Costs represent poor value for money
 - Alternative funding sources have not been explored
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Important Information

As a charity, we must:

- Comply with Charity Commission rules
- Demonstrate public benefit
- Ensure fair and transparent allocation of funds

We cannot fund NHS employer responsibilities, even where they are beneficial to patients.

You may be asked to attend a Charity Board meeting to talk about your experience and how this supported the hospital



Contact

Contact Us

If you are in doubt as to whether Charity funding would be available, or would like to talk through your idea, please contact the Grants Team.

nuhnt.charitygrants@nhs.net