



RCN Forum Annual Report 2025

Forum Name

RCN Nurses in Management and Leadership Forum

Introduction

The Nurses in Management and Leadership Forum (NMLF) steering committee's work aims to represent and serve our forum membership as nurse managers and leaders across the health and social care system. The forum saw some changes which included changes in professional advisor and committee membership. The report details the changes and activity of forum over during 2025.

The steering committee is comprised of seven members and all seven places were fully recruited to during this year. The committee members are a huge asset to the forum, sharing a wealth of diverse experience to both the forum and steering committee, taking a proactive role in the work of the forum during 2025. Unfortunately, due to competing personal and professional commitments, two members chose to step down from the committee earlier this year. Ivo Carvalho Da Silva and Eleanor McManus. We also bid farewell to Sheena Gohal Head of Nursing Leadership and professional advisor to the forum, in her place we, in December 2025 we welcomed Vanessa Coelho.

The committee held its annual strategy day in April and held nine formal meetings during the year which were held at 6pm on teams. The committee was compliant with quoracy requirements for majority of the meetings. Non quoracy was related to work pressures for some committee members and whilst actions were discussed at non quorate meetings were cascaded to all steering committee members via email to progress the work of the forum and gain agreement. Additional project, conference and Congress planning meetings were also held.

At the strategy day in April 2025, we reviewed the committee's progress and reflected on our achievements in 2024. There was a strong emphasis on opportunities to increase forum activity that align with the RCN Institute of Nursing Excellence, progressing the nursing profession through five academies, the forum is working closely with the nursing leadership academy.

The strategic priorities aligned to the RCN are:

- Provision of education and learning
- Setting clinical standards and supporting practice
- Active personal and workplace support
- Influencing and shaping policy

As a committee we reviewed and agreed that in accordance with our terms of reference, as a forum our purpose remains to continue to:

- Formulate thinking and responses to current health care challenges.
- Interpret information to influence practice and care delivery.
- Be a conduit for management and leadership information to our members.
- Influence and challenge professional thinking and responses relating to management and leadership policy and development.
- Recognise and advance the capabilities and potential of our members to deliver excellent leadership and management.
- Connect forum members and encourage engagement across all networks.

The steering committee agreed to continue to focus on our two previously agreed priority areas:

- Contributing to cultural intelligence and inclusive leadership through equality, inclusion, and diversity
- To support the development of the emergent and the maturing of peoples of leadership regardless of role and throughout their career pathway.

Key areas of focus at our strategy day were:

1. What went well for the forum steering committee and forum members in 202. How we would work to achieve our goals and engage with our members.
2. We discussed plans to deliver a conference in 2025, the conference will now take place on 29 April 2026, exploring leadership challenges when under scrutiny.
3. We reviewed our plan for contribution at Congress 2024.
4. We agreed to continue to increase engagement with our members and to grow the membership to meet needs of senior and executive nurses. Our objectives are:
 - Support members in recognising and developing capabilities to demonstrate their leadership qualities regardless of their position.
 - Connect forum members and encourage collective engagement to share information and unlock their potential.
 - Provide forum expertise to RCN working group and projects.
 - Engaging with the forum membership to inform the 2025 forum work plan and support the development of the RCN's Academy for Leadership.

Forum Membership

Membership numbers remain strong, increasing from 14,006 in 2024 to 14,770 in 2025.

Social media

The forum continues to have Facebook presence, increasing the number of followers from to 1,100 in 2024 to 1,201 in 2025

This report details below the work of the committee for 2025.

RCN Nurses in Management and Leadership Forum Activity 2025

RCN Congress 2025 Liverpool 12 May – 15 May 2025. The funded voting congress places included three forum committee members; the remaining places were allocated to forum members by the congress team.

Forum committee members allocated a funded place were Rabina Tindale, Phillip Winterbottom and Ivo Carvalho da Silva.

The World Café Event, this was an all-forums event; the Nurses in Management and Leadership Forum participated in the event and were visited by a number of delegates. The Forum committee members were able to show case their work over the past year, giving delegates insights into the future work of the forum and how they could contribute and participate, encouraging delegates to join the forum as well as making it their primary forum. This supported the increase in forum membership numbers during 2025.

The committee represented members by contributing to the main hall agenda discussion and resolutions.

The Nurses in Management and Leadership Committee have been active participants in the RCNi Nursing Live event this year. Members have hosted development sessions in partnership with other Forums or organisations on subjects such as Safeguarding and Clinically led digital innovation and delivery. In addition, the Forum has hosted open question and answer sessions targeting Band 5 and 6 registered nurses offering advice and guidance on progression, the challenges experienced by RNs in management and leadership positions and, the how to consider your career development approach.

Rabina Tindale
Chair Nurses in Management and Leadership Forum
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