

One Size Doesn't Fit All—And That's the Power of FEN

Emergency nursing doesn't come with a manual. It's unpredictable, high-pressure, and often emotionally charged. And just as there's no "typical" shift in the ED, there's no "typical" learner either.



That's why the Faculty of Emergency Nursing (FEN) was designed with flexibility, accessibility, and inclusivity at its core. Because we know that emergency nurses—whether brand new or highly experienced—learn in different ways. Some want to dive in and try it. Others need to reflect. Some prefer theory. Others want practical answers, fast.

The great news? FEN supports all of it.

In our recent blog on **Learning Styles in the ED**, we explored how the FEN platform aligns with Honey & Mumford's four learning types—Activist, Reflector, Theorist, and Pragmatist. Whether you're on shift, between patients, or revisiting concepts at home, FEN allows you to learn in a way that fits your brain, your role, and your schedule.

But what does this actually look like in practice?

Here's what makes FEN learning feel truly inclusive:

Watch, Rewatch, Reflect

Every webinar is available on-demand, so you can watch it when it suits you—before a shift, during protected learning time, or after putting the kids to bed. Prefer to rewatch for clarity? Go ahead. Many nurses revisit content multiple times to reflect or build deeper understanding.

Evaluate and Apply

Each FEN webinar comes with an **evaluation form** that's more than a tick-box. It asks for your key learning, how it changed your practice, and which domains of the NMC Code it relates to. This supports **Reflectors** and **Theorists** alike—and generates CPD evidence you can be proud of.

Practice + Assessment Tools

For **Pragmatists**, we offer structured **Mini-CEX**, **DOPS**, and **ESLE** proformas to translate knowledge into action. FEN doesn't just provide learning—it enables you to demonstrate competence in your real-world setting.

Bespoke Learning Paths

You don't have to follow one route. Some staff nurses use FEN to work systematically through the Clinical Programme. Others dip in and out when gaps appear. And educators can bundle webinars together to support learners working toward a qualification—or tailor learning to an upcoming appraisal.


Whether you're:


- New to emergency care
- A Band 6 stepping into leadership
- An ED educator with limited time
- A manager building team resilience


FEN provides not only **what** you need—but **how** you need it.

So yes, emergency nursing is complex. But learning within it doesn't have to be. The more we tailor development to how people actually learn, the stronger and safer our workforce becomes.

If you haven't explored FEN yet—now's the time.

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