INSIGHT
NOMINATE A SPECIAL SUPPORTER

The Anthony Nolan Supporter Awards (ANSAs) is Anthony Nolan’s annual awards ceremony, giving us the chance to say thank you to the incredible supporters that make our lifesaving work possible.

Now in their fifth year, the ANSAs have seen hundreds of awards presented to deserving fundraisers, families of patients, donors, clinical supporters and journalists, all of whom have supported Anthony Nolan in a number of ways. Award nominees are decided by a mixture of recommendations from Anthony Nolan staff and public nominations. This year we want everyone who’s involved in our work to nominate those inspiring people who have shown an exceptional level of commitment to supporting Anthony Nolan. These awards aren’t just about how much money has been raised or how many hours someone has spent volunteering – it’s about the unsung heroes who make Anthony Nolan’s lifesaving work possible.

Henny Braund, Anthony Nolan’s Chief Executive, said: ‘Hundreds of people support Anthony Nolan and these awards are a wonderful opportunity for us to recognise so many of the amazing individuals, groups and organisations who have been truly exceptional this year.’

HOW TO NOMINATE

Anyone can nominate themselves or someone else who has supported Anthony Nolan’s work between 1 August 2016 and 31 July 2017 for one of the two publicly-nominated awards at www.anthonynolan.org/awards. Staff can nominate in any of the other categories via Matchbook. Entries must be submitted by 9:30am, 21 August 2017.
RESEARCH POINTS THE WAY TO BETTER MATCHES

The latest findings of the Anthony Nolan Research Institute’s long-running Patient/Donor research project have identified new factors in stem cell transplant outcomes.

The paper, Recipient/Donor HLA and CMV matching in recipients of T cell depleted unrelated donor haematopoietic cell transplants, published in Bone Marrow Transplantation in May, presents the new finding that matching recipients’ and donors’ CMV (cytomegalovirus) status improves patient outcomes.

CMV is a common virus affecting an estimated 50–80% of the population, and is dormant in most healthy people. However, patients undergoing transplant have a weakened immune system, making it easy for the virus to reactivate. Our researchers discovered that matching for CMV can offset an HLA-mismatch; among HLA-mismatched patients, those who did not have a CMV-matched donor were 1.5 times more likely to die than those with a CMV match.

The findings also confirm the importance of HLA matching and donor age to patient survival, with significantly better overall survival for patients with 10/10 matches vs 9/10 or less, and donors aged less than 30 years showing a trend towards better survival. Selecting donors under 30 years old resulted in survival rates of 45 per cent, compared to 38.6 per cent for patients with donors over thirty.

This ground-breaking research confirms Anthony Nolan is on the right track with our approach to donor recruitment and provision. We already target 16-30 year olds to join the register, and our phenotype project provides CMV status, which is usually only provided at verification typing stage, upfront for our most in-demand donors. Our Labs are also piloting a service to quickly determine potential donors’ status ahead of full verification typing.

Now, we’re investigating whether it’s possible to determine CMV status from saliva, which would allow us to establish potential donors’ status when they join the register.

In March, months of planning and collaboration came together when Loughborough University hosted a record-breaking donor recruitment event. But just how do you go about recruiting over 2,000 potential lifesavers in 12 hours?

Loughborough Marrow, Loughborough University, Loughborough Students’ Union, the Rik Basra Leukaemia Campaign and Anthony Nolan worked together for months leading up to the event on Wednesday 15 March. The university hosted recruitment at nine locations, from libraries to dining halls, for 12 hours across the whole campus, as well as two additional pop-up locations to cope with demand.

In the weeks leading up to the event, over 400 student volunteers learned about the amazing difference that stem cell transplants make to people’s lives before being trained in the process of signing up new donors. They also had the support of over 60 members of university staff who volunteered their time throughout the day. The event simply wouldn’t have been possible without the hard work and enthusiasm of this amazing team of volunteers who helped to recruit so many potential lifesavers.

At every location, each group of new volunteers was led by experienced members of Loughborough Marrow, the Rik Basra Leukaemia Campaign and Anthony Nolan staff. And members of Sheffield Marrow and of the National Marrow committee even travelled to Loughborough to help out.

On the day, Loughborough University campus was filled with students talking about Anthony Nolan and helping sign people up to the register. The volunteers were kitted out with specially-made t-shirts provided by the University, taking over the campus in a sea of pink. There was music, sunshine, enthusiasm and of course...foam fingers.

With vans dashing around campus delivering extra spit kits, the day ran smoothly and come 8pm, the big number was revealed: 2,056 people signed up to be potential lifesavers throughout the day.

‘We were buzzing all day, it was amazing to see all of our volunteers enjoying themselves. The atmosphere on campus was electric, everyone was talking about Spit Happens and Marrow! We are still amazed that we recruited over 2,000 potential lifesavers in 12 hours, and the awareness that we have gained as a society from running an event of this size has been incredible.’

Henry Howard, President of Loughborough Marrow

SO LONG SPIT KIT SOCIALS

We are now outsourcing packing and distribution of the saliva sample kits we send out to potential donors who sign up online. The move will save a lot of time and money, and also mean potential donors will get their ‘spit kits’ and can complete the joining process much more quickly - great for them and for the patients they could be a match for.

The change means our spit kit socials – which saw staff and volunteers giving up their time to manually pack spit kits – have now come to an end, after two-and-a-half years and 154,293 kits packed. 59 people who received a spit kit packed at a social have since gone on to potentially save a life by donating their stem cells, so a big thank you to everyone who has taken part.

The last spit kit social on 1 March had a fitting celebratory feel, with a guest appearance from Lara Casalotti (pictured far right), whose inspiring #Match4Lara campaign was responsible for a big spike in applications in January 2016.

Volunteers gather at the last Spit Kit Social

IN LOUGHBOROUGH

Rebecca Ward, Loughborough University’s Rik Basra Leukaemia Campaign Manager, said that the atmosphere was electric.

‘We were buzzing all day, it was amazing to see all of our volunteers enjoying themselves. The atmosphere on campus was electric, everyone was talking about Spit Happens and Marrow! We are still amazed that we recruited over 2,000 potential lifesavers in 12 hours, and the awareness that we have gained as a society from running an event of this size has been incredible.’

Henry Howard, President of Loughborough Marrow

Dr Neema Mayor, one of the research paper’s lead authors

SPIT HAPPENS IN LOUGHBOROUGH
AROUND THE WORLD

IN HLAs

Anthony Nolan relies on a team of committed volunteer couriers to collect donations from overseas donors and bring them back to the UK.

In the past year, our globetrotting couriers have journeyed to some unusual places to pick up their unique cargo. In June, Saudi Arabia exported stem cells for the first time in its history – and Anthony Nolan courier Simon was there to bring back the cells for a UK patient.

‘The people from the Saudi Arabian registry were really excited and they wanted it to go smoothly,’ said Simon. ‘They took me out for a traditional Bedouin-style dinner and came with me to the airport to make sure security let the bag through.

‘There were some cultural differences: for example, I got in a lift with some other people and was asked to move to the left because there were separate sides for men and women. But I was made very welcome. One man told me that in traditional Saudi culture you ‘hospitalise’ a visitor for three days – I think he meant be hospitable!’

In January, volunteer courier Dr Fred Kavalier travelled to Beijing to collect cells from a Chinese donor. Although China has the fourth largest registry in the world, it only joined Bone Marrow Donors Worldwide, the global database of potential donors, in 2012.

‘Travelling to Beijing to pick up a stem cell transplant for a patient in London was an unforgettable experience,’ said Fred. ‘The staff of the China Marrow Donor Program were great. They met me at my hotel and took me to the Air Force General Hospital of the Chinese People’s Liberation Army, where a stem cell donor from Hainan Province in southern China was donating stem cells. I arrived just as the donation was finishing and I was introduced to the donor and his wife – this never happens in Europe or the UK, where all donations are done completely anonymously.’

The registry celebrated by taking a photograph of Fred with the donor and the transplant team.

‘Ten hours after taking off from Beijing I landed at London Heathrow and took the stem cells straight to the London hospital where the recipient was waiting for his transplant,’ said Fred. ‘It was a long trip, but I was delighted that everything went smoothly and the stem cells arrived at their final destination quickly and safely.’

Thanks to our intrepid couriers, distance is no barrier for carrying out our lifesaving work, and we look forward to facilitating even more transplants in the coming year.

VOLUNTEERING PARTNERSHIP BUILDS ON MATCH4LARA

In January 2016, Lara Casalotti was in desperate need of a lifesaving stem cell transplant.

Lara’s friends and family worked with Anthony Nolan to launch the ‘Match4Lara’ campaign, which saw record numbers of people join the register and raised awareness of our work in the UK and internationally.

Lara’s father, Dr Stefano Casalotti, is a lecturer at the University of East London (UEL) and the university’s Marrow group played a key part in the campaign - with more than 300 UEL staff and students signing up as potential donors.

Lara had a successful transplant in February last year, and is doing well. But the lifesaving legacy of Match4Lara lives on, and we are now working on an exciting volunteering programme with her father.

As a biosciences lecturer, Dr Casalotti saw an opportunity to match his students to volunteering roles within our laboratories. Not only would Anthony Nolan benefit from the help of enthusiastic and talented students, but the volunteers would be offered the chance to gain experience in a working laboratory, enhance their skills and meet scientists at the forefront of their field.

The project got underway last year and we have welcomed five UEL, students to our labs. The volunteers took part in a thorough recruitment process, including interview rounds and induction training, before starting their roles. Throughout their volunteering with us the students have gained experience across a variety of departments in labs and added real value to our lifesaving work.

‘I would definitely recommend volunteering to other students. It will benefit those who are interested or want to improve on their knowledge of immunology and those who are interested in different areas of biomedical science in general.’

Sheeza Imran Hafiz, UEL Student

‘Volunteering with Anthony Nolan has definitely been very inspiring for me, because having the ability to make a difference to someone else’s life strikes me as rewarding and gratifying.’

Hayad Mohamud, UEL Student

We will be building on the success of the programme this year and recruiting a new round of students in the summer. If you have any questions about volunteering in our labs please contact Liz Wigelsworth, our Volunteer Engagement Manager.
OUR PRIORITIES FOR THE YEAR

With the start of a new financial year comes a new plan for how we can have the biggest lifesaving impact in 2017/18.

We’ve made a lot of progress since we started working towards our three-year strategy in October 2015, but there’s much more to do to achieve our vision of saving and improving the lives of everyone who needs a stem cell transplant. Each year, Anthony Nolan’s Strategic Leadership Team reflect on progress and performance in all aspects of our work, and what has changed in our internal and external environment, and set priority areas where we feel we need to re-focus our efforts to have the most impact. Each part of the organisation then works towards these priorities as they draft their detailed plans for the year ahead.

This year we have five priority areas: patient focus, customer service, cord laboratories, and data and insight – read on for more details on our planned work in these areas and what it will mean for our work, our people and our patients.

PATIENT FOCUS

Helping people on every step of their transplant journey, and ensuring all of our work is informed by the needs and experiences of patients.

• Our Patient and Public Involvement strategy will provide more opportunities for those most affected by our work to participate and engage in its design, delivery and evaluation.
• Our clinical services offer will reflect the needs and meet the expectations of transplant centres and other customers.
• We will improve the recruitment and retention of donors.
• Supporter journeys will ensure audiences are aware of all the ways they can support our work, and get involved in the most efficient and impactful way.

CORD

Building a robust evidence base to determine our medium and longer-term strategy and plans for the cord blood programme.

• Our Patient and Public Involvement strategy will provide more opportunities for those most affected by our work to participate and engage in its design, delivery and evaluation.
• Our Clinical Nurse Specialists (including five new nurses) will directly benefit patients by providing practical support, and we will use the insight we gather to build the case for sustained investment in post-transplant care and support.
• We will recruit more donors to the register through effective patient appeals, and build enduring relationships with new supporters to maximise their engagement.
• Our TGS (Third Generation Sequencing) analysis on a cohort of patients as part of the Patient/Donor study will enrich understanding of the factors that are most important to a successful match.
• Our IMPACT clinical trials network will allow new approaches, technology and treatments to be tested and validated – informing clinical practice for future generations of transplant patients.

CUSTOMER SERVICE

Continuously improving the services we deliver to internal and external customers, ensuring they are delivering the best possible outcomes.

• A new HR computer system will provide a more efficient and effective HR service to colleagues.
• We will stabilise our core IT infrastructure and provide the tools to enable a more collaborative and mobile workforce. (See p10-11 for more details on our technology strategy from our Chief Information Officer, Danny Attias).
• We will have the skills and capability to deliver technological innovations that respond and adapt to business, patient and donor needs.

LABORATORIES

Designing and delivering a programme of work to improve the efficiency, effectiveness and quality of our Labs

• Our Labs will be running more efficiently to consistently analyse samples and report back to transplant centres within agreed turnaround times
• The findings of our Patient/Donor research will help clinicians to make more informed decisions, to harmonise treatment protocols and – ultimately – improve patient outcomes.
• The ability to test CMV status from saliva may reduce the time to transplant, increase the likelihood of an Anthony Nolan donor being selected and – ultimately – improve transplant outcomes.
• Our approach to extraction will balance cost and clinical effectiveness.

DATA AND INSIGHT

Defining and executing a clear roadmap to improve data management – both internally and with partners – and deriving actionable insight from data.

• We will collect, store and continuously improve high-quality data and use this to inform evidence-based decision-making at all levels and within all functions.
• We will have cleaner and more enriched data relating to our supporters, allowing us to communicate with supporters in ways that deepen, broaden and sustain their engagement. Over time, this will drive increased income and financial sustainability.
• Transplant Centres will be better equipped to collect accurate and complete patient outcome data, and researchers and commissioners will have better access to data.

‘Our business plan is all about improving patients’ lives and giving our staff the opportunity to do their best. If we all work together, by this time next year we’ll be making the best use of our Labs and cord blood programme to improve patient outcomes and drive the scientific world forward. We’ll be directly supporting more patients, with nurses on the ground and clinical trials starting to point the way to improving outcomes. And we as staff will have more clarity on our career and development opportunities, and the skills and tools to do our very best for the people who need us.’

Henny Braund, Chief Executive

Anthony Nolan Supervisor Midwife Diane Davies (right) with expectant mother Kedra Elmi

Number of potential donors recruited to the Anthony Nolan register per annum

Susan Pasker, Anthony Nolan Clinical Nurse specialist at Newcastle Hospitals’ Freeman Hospital

INSIGHT 26 JUNE 2017
Q&A WITH
DANNY ATTIAS

Danny Attias is the Chief Information Officer at Anthony Nolan. Insight got the latest on how Danny’s team is changing everything from how and where staff can do their jobs, to how international registries find lifesaving donors.

Tell us something we might not know about the IT Division?
I think a lot of people don’t realise how small the infrastructure support team is – the team who you pick up the phone to when something goes wrong is just four people including the manager. IT support, desktops, phones, email, website hosting and patching... four people look after all of that around the clock, with very little reliance on third parties. And there’s a lot of work going on behind the scenes to establish a software development capability for Anthony Nolan – that’s what the rest of the team are working on. We’ve been developing in very old technologies in siloes over the last few years, which has provided good solutions to each function, but not in a joined-up way. Our focus and energy over the last year has been moving towards a point where everyone’s working together across IT, and what we now build is supportable by multiple people across the team. That will allow us to continually evolve, explore, innovate - development will never stop because our efforts to save and improve even more lives don’t stop.

So what changes will people see ‘from the outside’?
Anthony Nolan staff will see a refresh of the tools we use to do our jobs over the next 18 months. We want to empower our digital workforce, providing each and every member of the Anthony Nolan team with far greater mobility and opportunities to collaborate more efficiently. That will include better, easier, secure web-based access from any device to email and documents, online phone systems, instant messaging and video-conferencing, allowing people to work from almost anywhere and collaborate in real time. We will just give people the tools – when they adopt them and how they use them will be up to each individual, but I’d expect to see a change to our current style of working, which relies heavily on email and physical meetings. They’ll also see a big change in the way IT works with them to update our internal systems and develop software to engage with our supporters and customers. We’re moving to a more agile way of working, which can be very different and uncomfortable at first because you don’t know exactly what it’s going to look like, how much it’s going to cost or even when it’s going to be delivered on day one. With a traditional software development approach, you would think you knew all those things at the start, but often end up with something a year, two years down the line that really doesn’t deliver on that original vision. Agile development involves working in much shorter cycles (often fortnightly), with each cycle producing a step towards the finished product ready for testing and feedback. For example, we’ve been working with the Search team in Operations and Patient Services to replace the search screens of our legacy system (SOLAR). They’ve been brilliant – working with us and giving feedback at every stage to create something that’s truly theirs. And the search screens are a good example of our incremental approach to refreshing, updating or replacing our core systems. Rather than spend two years trying to replace our search and lab systems, we’re replacing it service by service. We’re starting with the search screens, then we’ll move on to the patient entry screens, and so on.

The other big difference will be our use of data. We are fundamentally a data-driven organisation – Anthony Nolan was established to collect data on patients and donors and use it to make lifesaving matches, and that’s still a fundamental part of what we do. Beyond that, we collect data on many different people and organisations – from transplant centres to financial supporters, and derive valuable insights from that data. The new GDPR (General Data Protection Regulation) – coming into effect in May 2018 – will mean much tighter controls on how we share and utilise our data. It’s an opportunity to make sure our data is always secure and we are using it to maximum benefit for our patients - whether by directly improving matches or using insights to inform better decisions on everything from fundraising to pricing.

Are there any of our organisational behaviours that you think are particularly important to our success?
The behaviours I’d particularly like to encourage are the ones around our value of ‘improving every day’ – ‘we’ll keep moving forward’ and ‘we’ll take the lead on opportunities to change and improve’. We all have a responsibility to say ‘this could be better’ – that feedback is an essential part of the agile development process, and I want people to be more demanding as users of technology as well. For a long time we haven’t really had that culture of expecting more because there have been a lot of restrictions on what we can do, but we’re turning that corner now and we want to hear what you think, we don’t want you to settle for less.

What about people outside the organisation – what changes will they see?
Another big journey for us and for our customers and supporters is the digitalisation of Anthony Nolan’s services. So far we have a few ways people can interact with us digitally – the website, shop, a few online forms. They work well, but there are lots more opportunities. So as we replace our internal systems, we’ll explore those opportunities. We are developing our new systems using the same technology Facebook is built on, and the solutions will all be web-based so our customers can use it too – whether they’re transplant coordinators, to understand how we can better digitally serve them, making our interactions with them faster, more self-service and more efficient. We want to become digital leaders. We’re also leading the way internationally. Along with other major registries, we’ve provided significant support to WMDA (World Marrow Donor Association) to completely redevelop their BMDW (Bone Marrow Donors Worldwide) Search and Match Service, giving all registries around the world access to the best donors in a fair and equitable way. We will continue to evolve and improve BMDW.

As well as collaborating with other registers to ensure access to donors, we’re also starting to work together and co-develop rather than solving every problem in isolation. Every register has a relatively small IT team and we all have very similar challenges and opportunities, so it makes sense to work together.

‘We want to empower our digital workforce, providing each and every member of the Anthony Nolan team with far greater mobility and opportunities to collaborate more efficiently.’
Regional Meets
Throughout February we got to meet lots of our wonderful Marrow students as they came to our Regional AGMs. We travelled to Edinburgh, Birmingham, Sheffield and London, each one being hosted by one of our Marrow groups. The meetings were a chance for Marrowers to learn new skills, hear inspiring talks from patients, volunteers and staff, make new friends, and get some inspiration. Cardiff Marrow said “The series of regional AGMs reinforced how much of a community Marrow really is <3”.

National Campaigns
The Tackling Inequalities campaign in February saw Marrow groups around the country holding events to help increase the diversity of the stem cell register, recruiting an impressive 740 potential donors. Southampton Marrow get a special shout-out for organising a joint event with a grand total of nine different societies at their university. The student volunteers also took the opportunity of Valentine’s Day to spread a little ‘Marrowmance’, signing up over 570 potentially lifesaving matches.

March was all about men for Anthony Nolan, but not just any men. The #NotYourAverageMan campaign highlighted that it’s your one of a kind DNA that could save someone’s life. UCL Marrow were above average with their lifesaving society leaderboard, which saw an amazing 177 people sign up, with 862 new recruits signed up by Marrow around the country. And the campaign featured three Marrow volunteers (Amir, Vit and Ainesh) as case studies.

New Groups
In addition to the groups set up at the beginning of the academic year, we’ve recently set up Royal Holloway Marrow and Northampton Marrow, and re-established Liverpool Marrow. From December to February, 309 approved samples were received from our new Marrow groups. We have also been working in new universities including Aberystwyth, Bedfordshire, LSE, Greenwich Medway, London Metropolitan and Liverpool Edge Hill. We could see many more members added to the Marrow family this year!
SISTERS IN ARMS

Two sisters ran the marathon arm-in-arm to show people with cancer they are not alone. Rachael and Nicola Pearson decided to take on the challenge after their father David was diagnosed with stage four Hodgkin’s Lymphoma in April 2016.

“We initially wanted to run with our legs tied but realised it was completely unrealistic, so instead we ran with our arms linked, to symbolise that no one is alone when they are going through this terrible time,” said Nicola.

MARROW-THON

For Jemma Mickleburgh, the marathon was just one way of saying thank you to the charity that saved her sister’s life. Jemma and her family have been involved in Anthony Nolan’s work since Jemma was 17 and her younger sister Beth, 15, needed a transplant.

Jemma and her family organised a recruitment event in Leicester that registered 2,000 people as potential donors in a single day.

‘Although we didn’t find a match for Beth there, we know now that we found matches for several other people,’ said Jemma.

‘The day before my 18th birthday we had the happy news that a matching donor for Beth had been found in Germany. It was the best birthday present.

‘Although we knew that there were lots of hard times to come, we’d got over the initial hurdle. And after Beth recovered, we knew we wanted to do more to say thank you to Anthony Nolan and help other people in this position.’

So Jemma got involved in the Marrow group when she started studying at Sheffield University, and has become more and more involved. This year she was elected National President of Marrow, coordinating over 50 groups at universities around the country. And now she’s gone several steps further by running the marathon.

‘Anthony Nolan saved my sister’s life five years ago, and although no amount of money could ever repay the thanks I feel for them, it was nice to do my bit so that other people can have happy endings to their stories as well.’

On Sunday 23 April, 211 amazing people took on the Virgin Money London Marathon to raise money and awareness for Anthony Nolan.

A huge team of volunteers were there to support our runners every step of the way. The runners are on track to raise a total of £65,000 for Anthony Nolan. That’s enough money to add nearly 10,000 potentially lifesaving donors to the register.

And behind the amazing figures are the inspiring stories of the runners themselves and their reasons for supporting Anthony Nolan. Here are just a few of our favourites.

WALK 26.2 MILES IN MY SHOES

Jacob Gray took on the marathon to help Anthony Nolan’s work to save and improve the lives of everyone who needs a stem cell transplant. Jacob had a transplant for non-Hodgkin’s lymphoma from his sister in 2007. He still has some Graft versus Host Disease from the transplant, which affects his lungs, so he walked the marathon due to his reduced lung capacity.

‘When I had my transplant I was unaware of how lucky I was to have a sibling match,’ said Jacob. ‘Being ill is rubbish enough; you don’t want the stress and fear of trying to find a match on top of that.

‘Ultimately I want everyone to be confident that they have a match out there. I want to help the register as much as possible, inspire people to sign up as donors, and make the whole journey easier for anyone who has to walk in those shoes.’

THE WEEKEND WARRIOR

For Will Ash, the London Marathon was a pretty ordinary weekend in an extraordinary year. Will has signed up for 44 challenge events in 2017 – one almost every weekend, ranging from the Las Vegas Night Marathon to an ultramarathon and an eight-hour assault course, all raising money for Anthony Nolan.

Will is running in memory of Alice Byron, his friend and girlfriend of his twin brother, who passed away last year. Alice’s family have already raised £50,000 for Anthony Nolan in her memory.

Asked why he’s taking on so many challenges, Will said: “I want this to be a struggle because for me charity should be challenging, but this is much more of a mental challenge than a physical one. You ask yourself why you are doing it, and it’s the thought of adding to Alice’s legacy that keeps me going.”
PATIENTS
IMPROVING OUTCOMES AND QUALITY OF LIFE FOR OUR PATIENTS

TRANSPLANT COMMUNITY
LEADING AND INFLUENCING THE GLOBAL TRANSPLANT COMMUNITY

EXCELLENCE
DELIVERING EXCELLENCE, EFFICIENCY AND TRANSPARENCY IN OUR WORK

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Helping people on every step of their transplant journey, and ensuring all of our work is informed by the needs and experiences of patients.

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Building a robust evidence base to determine our medium and longer-term strategy and plans for the cord blood programme.

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DATA AND INSIGHT
Defining and executing a clear roadmap to improve data management – both internally and with partners – and deriving actionable insight from data.

FOR MORE INFO
Read our strategy – Saving Lives: Achieving More at: anthonynolan.org/who-we-are

Staff can find our 2017/18 business plan on Matchbook or speak to their line manager.