

Alison Leadsham

Expert Witness

Nurse

Liability: Nursing - A&E, Acute Medicine, Tissue Viability, Falls



Professional Background

Alison Leadsham is a Registered Nurse with over 29 years' clinical experience, including 23 years as a registered nurse, working across A&E, ICU, surgical, community, tissue viability, frailty and elderly care settings. Her clinical background includes experience within Emergency Care (A&E), Acute Medicine, care of the elderly, urgent care, minor injuries, and adult and paediatric patients. She has held senior leadership roles, including Modern Matron for Acute Medicine and Elderly Care, and has served as Quality and Safety Advisor for an NHS Trust. In these roles, she oversaw governance processes, service improvement work, and investigation of incidents, managing teams of senior clinicians to improve patient safety outcomes.

Alison's governance experience includes over 15 years in patient safety and governance roles, completing RCAs and PSIRF reviews, reviewing adverse incidents, complaints, and Datix reports. She works fluently with NHS incident reporting systems and conducts service reviews to identify themes, contributory factors, and areas for improvement. When assessing standard of care, Alison reviews practice against national and local standards, including RCEM, NICE, RCOS, NMC Code and local policies, benchmarking care delivery against expected professional standards. She has undertaken breach-of-duty analysis by reviewing clinical concerns against local and national policies and professional standards, determining whether the duty of care was met. Her expertise includes structured review of clinical records, care plans, risk assessments and observation charts, identifying omissions and reconstructing timelines to determine whether care aligned with expected standards.

Alison differentiates between individual clinical error and systemic or organisational failure by analysing contributory factors, availability of resources, adherence to policy, and whether deviations were deliberate or systemic. She has specific experience in escalation and deterioration management, serving as Trust Training Officer for Sepsis and NEWS2, teaching SBAR, and applying national frameworks such as EWS, ABCDE, and CSP guidance. Her safeguarding experience includes identifying safeguarding risks, escalation and referrals, reviewing pressure ulcers and falls safety incidents, and contributing to safeguarding investigations.

Within A&E and emergency settings, she has over 15 years' experience managing triage, prioritisation, rapid assessment, and high-acuity workloads, using Manchester Triage and rapid assessment models. She has experience reviewing incidents involving delayed triage, missed deterioration and escalation failures in emergency care. In tissue viability and wound care, Alison has experience in Waterlow and Braden risk assessment, wound staging, prevention planning, and monitoring pressure area prevention plans, and has presented cases to a pressure ulcer panel to determine whether harm was avoidable. Her falls and frailty expertise includes acting as Matron and Quality & Safety Advisor for elderly receiving units, assessing contributory factors such as frailty, deconditioning, polypharmacy and supervision failures. Alison is fully trained in the Civil Procedure Rules, including relevant revisions as they arise.



Specialisms

- Emergency Department (A&E) nursing standards and triage (Manchester Triage, rapid assessment)
- Recognition and escalation of deteriorating patients (EWS, NEWS2, ABCDE, SBAR)
- Review of delayed triage, missed deterioration and escalation failures in emergency care
- Acute medical and elderly care nursing standards
- Falls prevention, frailty assessment and contributory factor analysis (polypharmacy, deconditioning, supervision)
- Tissue viability and pressure ulcer risk assessment (Waterlow, Braden)
- Avoidability analysis of pressure damage and wound-care management
- Clinical governance and patient safety investigations (RCA, PSIRF, Datix review)
- Breach-of-duty analysis against national and local standards (NICE, RCEM, NMC Code, Trust policies)
- Documentation review, risk assessment evaluation and reconstruction of clinical timelines
- Differentiation of individual clinical error and systemic or organisational failure
- Sepsis recognition, NEWS2 compliance and escalation pathway failures
- Safeguarding concerns, pressure-ulcer panels and falls safety investigations
- Impartial evidence provision, including Coroner's Court proceedings

Career history

- Emergency Nurse Practitioner, Band 7 2023 - Present
NELFT - Orsett Minor Injuries Unit
 - Work autonomously to provide assessment, diagnosis, and management of conditions to patients presenting to the Minor Injury Unit.
 - Liaise with MDTs to provide care.
 - Ensure practice is current, evidence-based, and measurable.
- Senior Urgent Care Practitioner, Band 7 2023 - 2024
NELFT - Barking Urgent Treatment Centres |
 - Assess, diagnose, and treat patients with minor illness and injury complaints.
 - Request and interpret imaging, perform suturing and plaster application, refer to specialties, and provide safety-netting advice.
 - Support Datix review and closure, root cause analysis, audit, and chair UCP monthly staff meetings.
 - Supervise trainee UCPs and ensure alignment with local policy and national guidelines.
- Urgent Care Practitioner, Band 7 2020 - 2023
NELFT - Barking Urgent Treatment Centre | Sep 2020 - Jan 2023
 - Assess, diagnose, and treat patients with minor illness and injury complaints.
 - Request imaging, interpret findings, perform suturing and plaster application, refer to specialties, and provide safety-netting advice.



Career history

- Serious Incidents Manager, Band 8a 2018 - 2020
NELFT - Phoenix House, Basildon
 - Led the Serious Incident Team in the reporting, coordination, and investigation of serious incidents in line with national frameworks, including early PSIRF principles and LFPSE requirements.
 - Planned, organised, and executed complex investigations into patient safety incidents, adjusting methodology and timelines to ensure robust, defensible analysis.
 - Ensured statutory compliance with national reporting requirements, including timely submission of investigation reports to CCGs, NHS England, and internal governance boards.
 - Conducted high-quality reviews of clinical care, identifying human factors, system failures, contributory factors, and organisational learning needs.
 - Applied recognised investigation methodologies including Root Cause Analysis, 5 Whys, Fishbone, and contributory factor analysis.
 - Engaged directly with patients, families, and carers affected by serious incidents, ensuring compassionate communication, transparency, and meaningful involvement throughout the investigation process.
 - Worked closely with directorate leads, senior clinicians, and governance teams to ensure coordinated responses and implementation of improvement actions.
 - Produced comprehensive, evidence-based investigation reports with clear findings, root cause analysis, and SMART action plans aligned to national patient safety standards.
 - Supported clinical teams to understand root causes and facilitated learning events, reflective practice sessions, and dissemination of lessons learned across services.
 - Provided expert advice on patient safety, risk management, and incident investigation methodology across the organisation.
 - Oversaw the quality, accuracy, and categorisation of Datix entries, ensuring incidents were escalated, investigated, and closed appropriately.
 - Contributed to the development and refinement of governance processes, including incident response pathways, reporting structures, and organisational learning systems.
 - Collaborated with multidisciplinary teams to embed a culture of safety, openness, and continuous improvement.
 - Represented the Serious Incident Team at governance meetings, presenting themes, trends, and organisational learning to senior leadership.
 - Supported the transition toward updated national patient safety frameworks, ensuring alignment with evolving NHS priorities.
- Quality and Safety Advisor for Acute Medicine, Band 8a 2017 - 2018
BHRUT Hospitals - Queens Hospital | Sep 2017 - Sep 2018
 - Managed serious incidents, Datix, complaints, and risk registers.
 - Created and presented monthly quality and safety reports at board meetings.
 - Trained staff in Root Cause Analysis and represented the division at governance meetings.



Career history

- Matron - Acute Medical Assessment and Ambulatory Care Units, Band 8b
BHRUT Hospitals 2015 - 2017
 - Oversaw 3 MAUs and Ambulatory Care/Virtual Ward.
 - Held budget, governance, recruitment, training, and quality assurance responsibilities.
- Lead Nurse - Maternity HDU/Theatres, Band 8a
BHRUT Hospitals 2011 - 2015
 - Managed elective and emergency maternity theatres, recovery, and HDU.
 - Provided Level 2 care, led staff training, managed e-rosters, Datix, complaints, and reported to the Chief Nurse.
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- Senior Sister - Emergency Department, Bands 5-7
BHRUT Hospitals | Jan 2003 - Sep 2011 2003 - 2011
 - Led shifts in ED, delivering care in minors, majors, paediatrics, and resuscitation.
- Trained and mentored junior staff and students.

Qualifications

- MSc Advanced Nursing Practice (Current Pathway), Anglia Ruskin University, 2023 - Ongoing
- Advanced Pathophysiology, Level 7, Anglia Ruskin University, Pass - 2024
- Research Methodology, Level 7, Anglia Ruskin University, Pass - 2024
- Advanced Management of Minor Injuries, Level 7, Anglia Ruskin University, Pass - 2020
- Peri-Operative Theatre Course, King's College London, Pass - 2013
- Maternity HDU Course, Level 6, King's College London, Pass - 2012
- Teaching in the Clinical Setting, Level 6, London South Bank University, Pass - 2010
- Research Methodology, Level 6, London South Bank University, Pass - 2006
- Perspectives in Emergency Nursing, Level 6, London South Bank University, Pass - 2005
- Adult Nursing (Registered Nurse Qualification), London South Bank University, Pass - 2003

CPD / Professional Development

- Intermediate Life Support (ILS), 2024
- STEPS Mandatory Training (All in Date), 2024
- Root Cause Analysis Training, 2017
- IRMER Training, 2020
- Red Dot Training, 2020
- Plaster Training, 2020
- Suturing Workshop (Refresher), 2021
- Phlebotomy / Cannulation, 2004
- IV Administration, 2003

Professional Memberships

- NMC registered