



# HEALTHY PREGNANCY SUPPORT PRACTITIONER

INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



## JOB DESCRIPTION

<b>Job Title</b>	<b>Healthy Pregnancy Support Practitioner</b>
<b>Band</b>	<b>Band 4</b>
<b>Directorate</b>	<b>Service Delivery Directorate</b>
<b>Accountable to</b>	<b>Department/Line Manager</b>
<b>DBS Required?</b>	<b>Yes, Enhanced DBS</b>

## JOB OVERVIEW

As part of the Healthy Pregnancy Support Service (HPSS), the Practitioner will work within Shropshire, Telford and Wrekin alongside midwives and independently within community settings and patients' homes to provide an evidenced based behaviour change healthy lifestyle service. The needs of patients will be at the forefront of the service, which aims to improve the general health of pregnant women, by encouraging healthy life choices e.g. quitting smoking and healthy diet and exercise. Working with women and their families to adopt a healthy lifestyle in pregnancy, the main priority will be to focus on and support smoking cessation, as this is a proven modifiable change that will reduce the risk of perinatal and infant morbidity and mortality. Another key priority will be to educate and encourage a healthy safe diet and maintain a healthy weight gain in

pregnancy; promote the use of healthy start vitamins, promote the benefits and encourage the uptake of breastfeeding and recommended vaccination programmes for pregnant women.

- Providing an intensive behavioural support service to facilitate pregnant women through a structured evidenced based stop smoking support programme, including providing individual choices with stop smoking medications and inform on the use of e-cigarettes to reduce risk.
- Educating and giving guidance on how to reduce their baby and children's exposure to second-hand environmental tobacco smoke in the home to protect them from the known harmful effects.
- As well as face to face, use a range of communication as appropriate to deliver support, e.g. text messages, video call and telephone calls.
- Discussing and demonstrating how to ensure healthy eating in pregnancy, to maintain a healthy weight gain in pregnancy and reduce excessive weight into the postnatal period.
- Informing women on which safe physical activity patterns can be performed during pregnancy and signpost to local services to access activities appropriate for pregnant women
- Promoting breastfeeding by informing of the benefits, encouraging uptake and supporting women's choices.
- Providing advice for mothers about infant feeding
- Encouraging the uptake of the Healthy Start vitamins and vouchers
- Giving guidance on the practical advice needed to promote safe sleep for babies to reduce the risk of sudden infant death syndrome.
- Discussing and encouraging the uptake of the routine offer of vaccinations.
- Engaging and involving relevant local people/groups, including those who will help this service address health inequalities and help in relation to improving healthy lifestyles.
- Using a range of techniques and goal setting to motivate clients and to provide them with support, information and guidance which will contribute to reducing health inequalities.
- Promoting with parents the development of their parenting skills in relation to a healthier lifestyle.
- Signposting women, members of their household and significant others to other healthy lifestyle services/organisations available locally.
- Keep meticulous written and electronic records and monitoring to assess the progress of lifestyle changes implemented by individuals.
- Keeping accurate written and electronic records and monitoring to assess the progress of lifestyle changes implemented by individuals.
- Contributing to new HPSS initiatives and influencing the future direction of the service based on experiences with clients, health professionals and multi-agency working.
- Participating in showcasing the service locally and regionally, for example through briefings and external conferences.
- As directed by the HPSS team lead and/or coordinator, support any practical training of staff e.g. CO screening.
- Demonstrate best practice, using appropriate, evidenced based information and up to date resources to support the services key messages.
- Attending updates as instructed, and provide advice in line with NHS England, Public Health England and local Public Health services, Local Maternity and Neonatal Systems initiatives and NICE Guidance and any other relevant initiatives.
- Adhere to medicines management as directed with regards to stop smoking medications.
- Reporting findings, adverse results not in line with normal parameters and progress to the midwife and other relevant professionals as required.
- Reporting any concerns about the safeguarding of adults and children to the adult safeguarding and child protection teams.

- Maintaining and keeping up to date with own evidenced based current practice, relevant to the post and maintain mandatory training requirements.



## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.



# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Recognised health certificate level 3, foundation degree or equivalent.</li> <li>• Evidence of working at an assistant practitioner level, completed a recognised course either online or face to face.</li> <li>• Evidence of completing a public health related course (online or face-to-face) or willingness to undertake.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• An understanding of how public health initiatives contribute to positive outcomes in pregnancy, prevention of ill health and reduce health inequalities.</li> <li>• An understanding of how effective behaviour change techniques can influence and support a person to make positive lifestyles choices.</li> <li>• Demonstrate an understanding of the challenges and barriers women and families face when choosing healthier lifestyle behaviours</li> <li>• Demonstrate the importance of sharing knowledge with other maternity and health care professionals to support good practice.</li> <li>• Demonstrate an understanding of the importance of collecting accurate data and how it contributes to service delivery.</li> <li>• An understanding of the importance of partnership working and how this contributes to achieving ongoing sustained lifestyle behaviour changes and a reduction in long term health inequalities</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in a public health initiative related to pregnancy, birth, early parenting and childhood.</li> <li>• An understanding of the importance of working to gold standard research to ensure good practice is followed.</li> <li>• Experience of supporting pregnant women and families to quit smoking using evidenced based practice.</li> <li>• A knowledge of the importance of working to trust policy/clinical guidelines</li> <li>•</li> </ul>

## SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to keep contemporaneous records and keep timely patient notes.</li> <li>• A willingness to continue improving self-education and development relating to public health.</li> <li>• Excellent friendly communication skills and willingness to share information with other team members.</li> <li>• A team player who demonstrates the ability to motivate, inspire and empower others to build rapport and achieve best practice.</li> <li>• Good time management skills with the ability to work independently and as part of a team.</li> <li>• Ability to work flexibly and adapt to service needs and changes when directed by the team lead and/or coordinator.</li> <li>• As directed, be able to work in partnership and collaboration with other agencies such as health visitors, family nurses and other social and community teams.</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to impart practical knowledge to other maternity care providers related to public health initiatives to improve the health of women receiving maternity care across SaTH.</li> <li>•</li> </ul>

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Must be eligible to work in the UK.</li> <li>• Ability to work in various community locations throughout the network of services provided by Shrewsbury and Telford Hospitals.</li> <li>• Full clean driving licence, car driver/use of car for community use.</li> <li>• Able to fulfil all physical requirements of the post with occupational health clearance.</li> </ul>	<ul style="list-style-type: none"> <li>• Have an awareness of trust policies and procedures.</li> </ul>

# GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

# INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

# PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

## SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

# NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

# MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

[Getting to The Royal Shrewsbury Hospital](#)

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

[Getting to The Princess Royal Hospital](#)