



## HEAD OF MIDWIFERY

### 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.

# OCKENDEN REPORT

The Independent Review of Maternity Services at The Shrewsbury and Telford Hospital NHS Trust, led by Donna Ockenden, has now concluded. The first report was published in December 2020, and the final report was published in March 2022. The two reports can be found here from the GOV.UK webpages:

[FIRST REPORT \(DECEMBER 2020\)](#)

[FINAL REPORT \(MARCH 2022\)](#)

The review described serious failings in maternity care at the Trust over several decades. As a Trust, we are truly sorry for the pain and distress that has been caused to the women and families and take full responsibility for our failings. Each report outlines local actions for learning for this Trust and immediate and essential actions for all NHS providers of maternity services, which also includes this Trust. We are determined to deliver safe, effective, reliable, and high-quality services to women and families, now and into the future and are nearing completion of all of the actions from within the report.

While there remains work to do, SaTH is making strong progress in key areas to improve maternity services. As of February 2025, of the 52 actions set out in the first Ockenden Report, 49 (96%) have been implemented. The final Ockenden Report provided a further 158 actions for the Trust to deliver and good progress is being made against these, with 149 (94%) of these actions having been implemented. When combined, the Trust has implemented 199 (95%) out of its 210 actions.

The Trust is working hard to ensure that these positive achievements are sustained and can be evidenced, and it has revised governance and assurance systems and processes in maternity services to ensure these are robust.

The latest Trust CQC report was published in May 2024, with the Trust now rated as requires improvement overall and Maternity services improved their overall rating to 'good'. However, we still have more to do and are committed to listening to women and families, colleagues and stakeholders to ensure that we continue to improve our services for the benefit of women, birthing people and babies. We are grateful to the families who are meeting with us to share their experiences and we will continue to offer regular meetings with any families who want to be involved.

Improvements made in Maternity Services at SaTH following the first and final Ockenden Reports, include:

- The Trust has invested in a further eight consultant obstetricians, which now enables on-site consultant obstetrician cover 24/7, based on the Delivery Suite. We remain one of only a few trusts in the country to have this level of staffing
- Investments have been made in the Clinical Governance Support Team and two new specialist fetal monitoring lead midwives have been appointed alongside a lead consultant to focus on and champion best practice in fetal monitoring
- A Director of Midwifery, Divisional Medical Director, Divisional Director of Operations and a new Head of Midwifery and Deputy Head of Midwifery work within the service
  - There is improved management of birth options for women and associated risk management, including the introduction of birth option clinics and review of birthing plans/preferences at every contact and a named consultant for 'high risk' pregnancies
- A Birth Preferences Card has been co-produced to enable service users to discuss and amend their preferences with their care team throughout pregnancy and into labour

The Trust has made significant progress in our maternity services but there is more we need to do to build trust. We will continue to listen and learn and to make sure the changes we make are real, positive and can be sustained.

Teams in Maternity Services, and the wider Trust, continue to work hard to create a transparent and accountable environment at all levels, to provide safe, compassionate, bespoke care and to rebuild the confidence of the communities we serve. Our ambition is to become an Outstanding Maternity service. We are seeking a compassionate and inclusive individual who is committed to delivering excellent care and a positive experience for all, providing inspirational leadership and a supportive environment to our teams on our continued improvement journey.



# 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

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

Job Title	Head of Midwifery
Band	8c
Directorate	Service Delivery Directorate
Accountable to	Director of Midwifery
DBS Required?	Enhanced

## JOB OVERVIEW

The post holder will work in collaboration with an extensive multidisciplinary team within Maternity services & the Divisional Management team to provide professional Midwifery leadership and support the Director of Midwifery with the strategic direction for the Maternity Services. They will work closely with the Divisional Medical Director, Divisional Director of Operations and Divisional Head of Nursing as part of the Divisional Senior Management Team, leading on the design, development, and implementation of Maternity and other strategies across the Division. The Head of Midwifery role is a key position within the Divisional Senior Management Team, responsible to the Director of Midwifery with a prime focus on the day-to-day delivery of high standards of patient care across all care pathways and services. The post holder will be required to deputise for the Director of Midwifery during times of annual leave and will assume responsibility for the day-to-day delivery of the clinical business of the Service and any delegated functions during this time. The post holder will lead development programmes, midwifery recruitment and retention, measuring and improving standards of care and the patient experience, in accordance with agreed objectives, targets, quality standards, controls and resource constraints.

The post holder will be highly visible, and will demonstrate an authoritative and democratic leadership style, which is underpinned by the values of the Trust. The postholder is required to participate in the Senior Managers on-call rota for the division

## KEY RESPONSIBILITIES

- Leading and managing a high quality, seamless midwifery services across the Trust's acute and community settings, providing strong operational, professional, and strategic leadership.
- Designing, implementing, and evaluating a long-term strategic plan for Maternity services for the Trust in line with national policies.
- Providing expert professional advice on Midwifery issues.
- Delivering agreed corporate schemes.
- Advising the Trust Board via the Director of Midwifery on related subjects.

### **Purpose of the role:**

#### **To ensure safe and effective clinical practice**

- Act as the visible designated clinical midwifery leader, set standards of care and professionalism and promote teamwork within a multi-professional environment, demonstrating critical analysis and decision-making skills, leading the delivery of a clinically excellent service, influencing and facilitating change within the service and where appropriate the organisation.
- With the Director of Midwifery design a visionary and proactive short- and long-term strategy in collaboration with the senior clinical and management team for the future direction of Maternity services within the Trust.
- Design a model of integrated maternity services in line with local and national recommendations.
- Harness a culture of excellence and drive in both performance and professionalism
- Ensure National and local quality and environmental standards are achieved in the Maternity service.
- Ensure the maternity services are delivered within resources available, controlling and reviewing utilisation of the resources. Holding the managerial accountability for budgets delegated to other staff.
- Participate in Trust investigation of complaints and serious untoward incidents
- Actively contribute to the implementation of the healthcare governance agenda and ensure this is embedded into directorate business.
- Support the development of a Maternity research strategy in line with National policy and drivers.
- Agree Maternity targets for the Trust and ensure Midwifery-led performance targets are achieved
- Act in accordance at all times within the NMC Code of Professional Conduct and ensure own and team's preparedness for revalidation.
- Work collaboratively with the Director of Midwifery, Clinical Director and Directorate Manager in the delivery of the performance objectives.
- Assist in the development of the divisional annual business planning process as part of the Senior Divisional Management team

- Ensure effective infection prevention systems are implemented within maternity services including monitoring of infection prevention and control policies and practices within the directorate.
- Act as a change agent, developing clinically effective practice through the effective utilisation and integration of evidence-based practice, setting, implementing and monitoring evidence-based standards of care, policies, procedures and protocols.
- Ensure a culture of continuous quality improvement using research, audit, patient feedback and reflection on practice by self and other members of the team.
- Promote a clean and safe environment for staff, patients, and visitors by ensuring compliance with legislation, policies and protocols including health and safety, healthcare associated infection prevention, clinical governance, including risk management and critical incident reporting and root cause analysis
- Ensure a high standard of record keeping in accordance with Nursing and Midwifery Council, Health and Care Professions Council, national legislation, and local standards.
- Facilitate effective communication with the multi-professional team.
- Assess the risks involved in the care of patients and ensure utilisation of practices and protocols to minimise those risks, including safe use of medical devices. To monitor the standards of care and take appropriate actions when standards fall below expected levels.

#### **To enhance the patient's experience**

- Within sphere of care ensure effective and efficient patient journeys by planning, coordinating, and monitoring the episodes of care including the smooth transition to other settings, promoting effective discharge and communication with interdisciplinary and interagency teams as required.
- Co-ordinate midwifery interventions, influence clinical decisions and monitor the quality of patient care provided through using expert clinical knowledge relevant to own field of practice, underpinned by theory and experience.
- Within a multidisciplinary team environment, develop a culture of person-centred care.
- Be highly visible within the services, communicating regularly with patients, relatives and/or carers; promoting a caring environment where equality and diversity issues are respected, and patients are enabled to be partners in their care.
- Identify opportunities to develop care and services by ensuring that there are effective systems in place to ascertain patient and carer experience/feedback and ensure complaints are managed in line with organisational policy, including the dissemination of learning points.
- Ensure that everyone within sphere of care is treated with dignity and humanity, understanding individual needs, showing compassion and sensitivity, and provide care in a way that respects all people equally.
- Critically appraise and synthesise the outcomes of relevant research, evaluations and audits and apply the information when seeking to improve practice.
- To assist in the design and implementation of safeguarding policies for Maternity services in collaboration with the safeguarding lead



### **To professionally manage and lead midwives and nurses**

- Provide Leadership and direction to Midwifery staff, influencing, motivating and redesigning seamless services to work across professional boundaries
- Develop a training plan for the Midwifery workforce services to inform commissioning and in house provision
- Provide professional leadership to the Deputy Head of Midwifery, Consultant Midwife and Divisional Quality Governance Lead who are responsible for the day-to-day operational management of the Maternity service and its associated staff and budget
- Professionally inform the direction of the Midwifery team including the specialist practice for midwifery managers and specialist midwives
- Undertake annual performance development reviews for the Deputy Head of Midwifery, Consultant Midwife and Quality Governance Lead, ensuring each has clear service objectives and a personal development plan to optimise their potential and career progression.
- Develop relationships with commissioners for the Trust's Maternity services. Promoting the departmental profile of services to ensure the Trust remains the provider of choice.
- Lead on Trust investigations, disciplinary hearings as required.
- Act as a role model and mentor providing visible leadership for midwives within the Trust and demonstrating a high standard of professional behaviour.
- Ensure and monitor the provision of high standards of evidence-based Midwifery care within the Trust which is efficient and effective.
- Co-design and influence with the Director of Midwifery the development of the future Professional agenda, informing the Nursing and Midwifery strategy.
- Implement an effective recruitment and retention strategy with the Director of Midwifery which provides the right level of resource to support service requirements.
- Act as a positive role model, creating a supportive ethos to empower staff to contribute to the delivery of excellent person-centred care.
- Lead by example, develop self and other staff, and influence the way care is given in a manner that is open and responds to individual needs.
- Create a learning environment that ensures effective learning opportunities for staff and students including appropriate orientation and induction programmes, a range of clinical support strategies (mentoring, coaching, clinical supervision, action learning and peer review). Plan, monitor and evaluate ongoing mandatory training and relevant education and development opportunities for the team.

### **To ensure continuous service improvement**

- Lead on innovative development of new roles and practice within the Maternity service.
- Develop and implement transformational change in line with local and national policy which results in improved quality, experience, performance, and efficiency.

### **To ensure effective contribution to the delivery of the organisation's objectives**

- To represent the Trust and work with partner organisations developing a partnership approach in the best interest of patient care.
- Act as an ambassador for the Trust and deputise for the Director of Midwifery as required.
- Assist in the design of Trust strategies to ensure the professional view of Midwifery is taken account of.
- Work in partnership with a range of clinicians and managers in the planning or development of own service promoting the involvement of patients/public.
- Seek opportunities for personal and team development supporting the research agenda of the organisation
- Develop and maintain a working knowledge of local, national and professional strategy and policy, ensuring that organisational goals are reflected in personal objectives and in ward/department development plans.

### **To embed good governance and risk management**

- The postholder will provide professional leadership and management to the women and children's divisional quality governance team, ensuring the quality governance agenda is delivered by the team for the entire division.
- To be responsible for the delivery of standards of care that meet CNST requirements, or other national drivers relevant to maternity services.
- To support the Director of Midwifery in the development and implementation of governance improvement, identifying practice development requirements, implementing appropriate education, and training plans to support the needs of the service.
- To ensure that effective systems and operational and professional protocols are in place to ensure patient safety and compliance with health service legislation, other statutory requirements, and NHS policy.
- To ensure that these systems and protocols are adhered to.
- To ensure that clinical and non-clinical risk is reported, monitored and managed effectively.
- To alert the Director of Midwifery to actual and potential risks and ensure that remedial action is taken promptly where unacceptable risks are identified.
- To manage health and safety risks within the working environment.

### **To ensure good use of public money**

- To ensure all resources are deployed to achieve best outcome with reference to the Trust and Service Business Plans.
- Act as an authorising signatory for budgets within limits agreed with the Director of Midwifery and the Divisional General Manager.
- To have delegated financial responsibility in conjunction with the Director of Midwifery for ensuring any service developments or the reconfiguration of clinical services are kept within budgetary controls.

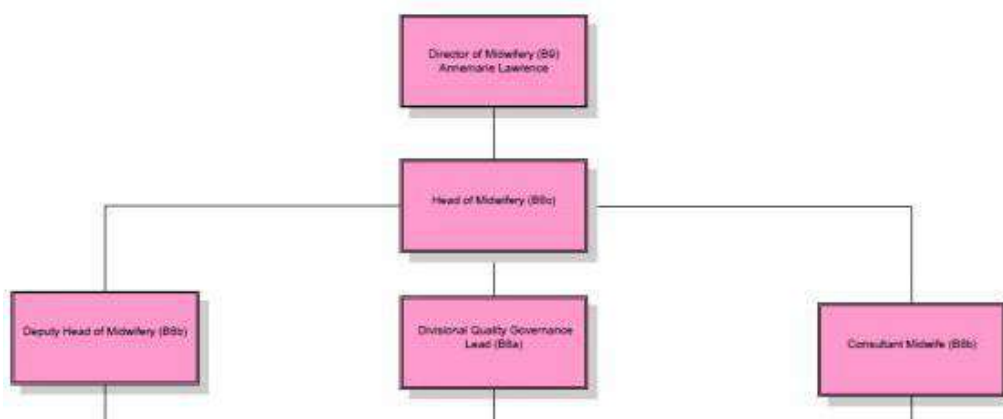
### **To ensure continuous professional development of self**

- Promote clinical expertise within the midwifery teams.
- Ensure ongoing quality improvement and continually evaluate standards of care.
- Challenge traditional boundaries and collaborating with other stakeholders to introduce new ways of working.
- Ensure views of patients and carers are represented in relation to clinical care needs and care pathways.
- Act as a point of contact for professional, expert/specialised advice, guidance and support for the service.
- Lead the development of an environment that supports effective multi-professional teamwork, embedding a culture of psychological safety and escalation
- To occasionally undertake direct patient care.

### **Review**

- This job description is an outline of the principal areas of responsibility and may be subject to periodic change.
- The job title is not restrictive, and the post holder may at any time be required to undertake other duties within their competence beyond the confines of this job description.
- The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the job holder. All changes will be discussed with the post holder.

## **ORGANISATIONAL CHART**







## 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>Registered Midwife with current NMC registration</li> <li>Educated to master's level or equivalent qualification</li> <li>Leadership qualification</li> <li>Clinical expert in all areas of midwifery practice evidenced by CPD and demonstrated by senior experience within the midwifery profession</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate certified management course</li> <li>Professional Midwifery Advocate</li> <li>Certified incident investigation training</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Significant post registration experience at a senior level</li> <li>Experienced in budget management, roster management and change management</li> <li>Demonstrates excellent leadership and engagement skills including the ability to inspire and innovate</li> <li>Highly specialised and in-depth professional knowledge and experience from a range of midwifery disciplines</li> <li>Experience of developing and implementing governance frameworks to support service delivery and service change.</li> <li>Proven ability to develop, conduct, review and evaluate audit, write detailed reports and evidenced based documents</li> <li>Excellent understanding of regulatory requirements i.e., CQC and NMC</li> </ul>	<ul style="list-style-type: none"> <li>Create a visionary approach to problem solving including the ability to motivate and negotiate effectively</li> </ul>

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to analyse complex clinical issues/problems, identify necessary action and make recommendations and follow these through.</li> <li>• Has a good understanding of research and can demonstrate how research influences practice; develop a research aware culture</li> <li>• Advanced decision-making skills</li> <li>• Ability to demonstrate emotional leadership skills and apply to appropriate situations</li> <li>• Excellent understanding of data collection/analysis, audit and evaluation – uses of databases</li> <li>• Ability to work under pressure across competing priorities</li> <li>• Demonstrate excellent communication and interpersonal skills, from presenting to a professional audience including Board to communicating in a compassionate manner with family members</li> <li>• Ambition in expectations of self and colleagues in delivering high-quality care</li> <li>• Evidence of teaching and assessing for all aspects of midwifery practice</li> </ul>	



## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Skilled to work in all areas of midwifery as required</li> <li>• Ability to debrief patients, relatives, carer's and staff during stressful and emotional times or following a serious incident</li> <li>• Deals regularly with adverse outcomes in unexpected situations, having a flexible attitude towards 24-hour cover</li> <li>• Leads the maternity on-call rota to ensure 24-hour midwifery management cover</li> <li>• Demonstrates wide knowledge of the public health agenda</li> <li>• Expert knowledge and experience of the complexity of service delivery</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of publications and networking within the service</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 AND CYBER SECURITY

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

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

## 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