

# ANTENATAL AND NEWBORN SCREENING LEAD MIDWIFE

## Candidate Pack



## Our Trust

At The Shrewsbury and Telford Hospital (SaTH), our vision is to provide excellent care for the communities we serve. Working together across our teams, we provide district general hospital services for around half a million people in Shropshire, Telford & Wrekin, and mid-Wales.

Our main service locations are The Royal Shrewsbury Hospital and The Princess Royal Hospital, Telford, which together provide 99% of our activity. Alongside these, we also provide community and outreach services across the local area.

As one of Shropshire's biggest employers with around 7,000 staff, we offer a wide range of opportunities to build a rewarding career across both clinical and non-clinical roles. Our people are dedicated and passionate, working together to deliver the best patient care. No matter your role, you'll be joining a supportive team environment where you'll be able to make a real difference for our patients.

We are committed to supporting you at every stage of your career with us, whether you're starting something new or looking to take the next step into leadership. With strong partnerships and our newly awarded university hospital status, you'll have access to excellent education, mentoring and experience to help you thrive.

## Our Vision

"To provide excellent care for the communities we serve"

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



# Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level - from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction — between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

## C.A.R.E. Meaning and Practice

**Compassion** - Demonstrate genuine kindness, empathy and humanity in every interaction.

Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

**Acknowledge** - Actively listen and be fully present.

Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

**Respect** - Treat everyone with dignity, honesty and fairness at all times.

Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

**Empower** - Enable people to be active participants in their care and work.

Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included.

Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

### **In daily practice, you can:**

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

### **All staff within the Trust are expected to:**

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

## Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- The role leads and manages the antenatal and newborn screening programmes to make sure they meet national standards.
- The postholder to supports pregnant women and families by giving clear information, advice and help with screening results.
- The postholder provides expert guidance to midwives and other staff, and ensures the team is well trained and supported.
- To check the quality and safety of screenings by collecting data, carrying out audits and improving processes.
- The post holder will lead the screening team, helping staff with appraisals, wellbeing and learning.
- To work with many different health professionals to keep care safe, well-organised and centred on women and babies.

## Job Description

<b>Job title:</b>	Antenatal and Newborn Screening Lead Midwife
<b>Grade:</b>	Band 7
<b>Site:</b>	The Princess Royal Hospital, Telford
<b>Accountable to:</b>	Matron for Community and MLU Services
<b>DBS required:</b>	Enhanced

## Job Purpose

The postholder will be responsible for the management and delivery of the NHS Antenatal and Newborn (ANNB) screening programmes within the trust, consistent with UK National Screening Committee recommendations (UK NSC) and NHS England ensure the programmes run efficiently and effectively, complying with quality standards.

The postholder will have a lead role in the provision and ongoing development of antenatal and newborn screening services for pregnant women and newborn babies who are booked for maternity care

To demonstrate meeting the National Screening Committee (NSC) Standards/QA/KPI's via audit and evaluation of service provision.

To co-ordinate and implement processes/systems/failsafe's to reduce risk in antenatal and newborn screening.

Provide expert clinical leadership in providing support and specialist advice to the multidisciplinary team regarding women with increased screening risk/fetal anomaly.

To ensure health professionals are adequately trained to support women undergoing screening.

To empower midwives and support workers by acting as a professional role model, demonstrating best practice and providing support, advice and guidance when required.

Ensure that clinical and managerial competence is maintained through continued learning

The post holder will work within the framework of the NMC Midwives Rules, The Code and other NMC Guidance, and the Shrewsbury & Telford policies and guidelines.

## **Main Duties and Responsibilities**

- To act as a specialist resource in the field of antenatal & newborn screening and diagnosis, assisting and advising other health professionals in the care of women undergoing testing
- Implement new national ANNB screening standards, recommendations and pathways to ensure the service meets national requirements.
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- Collation and submission of nationally required data, audits and reports
- Acts as a 'Link Midwife' within the defined screening specialities / interest areas e.g. Haemoglobinopathies, infectious diseases etc

## **Responsibility for Staff**

- The post holder will be responsible for managing the screening team which includes the hearing screening service.
- Ensuring annual appraisals are completed for all team members, including performance assessment and development of Personal Development Plans (PDPs)
  - This will include roster and absence management.
- Promoting interdisciplinary collaboration, with a focus on delivering cohesive, high-quality care in the best interests of women and families.
- Providing clear, constructive feedback, including learning from complaints and incidents, to support continuous improvement. Where performance concerns arise, take appropriate action in line with Trust policies, with support from Human Resources
- Delegating responsibility appropriately, supporting the development of others while ensuring delegation does not compromise care quality or team wellbeing.

- Implementing staff wellbeing standards, fostering a culture where staff feel included, valued, and listened to. This includes engaging in regular health and wellbeing conversations and promoting psychological safety.
- Building and sustaining inclusive relationships, promoting dignity, diversity, and respect within the team and across the wider organisation

## Responsibility for Patients/Clients

- Counselling women and their partners regarding testing and higher chance results; communicating highly complex information in a sensitive manner. Ensuring the smooth and effective handling of positive screening results in line with current protocols and practices
- Review and adapt information available to patients and ensure that literature is based on nationally accepted standards
- Liaises with the larger multidisciplinary teams (including senior medical staff and other outside agencies), in order to develop effective care plans for women.
- Ensure clear policies in place for informing patients of their screening results
- Takes blood samples where necessary in order to advance screening practices.

## Responsibility for Administration

- Take an active part in carrying out Quality Assurance programmes, set by NSC, covering all aspects of quality to ensure that the highest standards are set, monitored and maintained, keeping such records as required
- To lead in the implementation of standards for the screening programmes and lead the local development of the programme in the light of new research and guidance
- Lead in the production and dissemination of standard multidisciplinary guidelines and policies which are evidence based in relation to antenatal and newborn screening
- Lead in the evaluation of programmes of care through development of audit/monitoring tools to assess efficiency of service provision and quality standards in relation to antenatal and newborn screening
- Assist in the provision and support of the antenatal screening at a service level, based within the maternity unit and community, having direct responsibility for overseeing the programme at a local level; counselling women and their partners with high-risk results
- To participate in the multidisciplinary antenatal and newborn screening governance group
- Ensure the maintenance of accurate records, having due regard for confidentiality, management of information and data protection

## Strategic and Service Responsibilities

- Lead in the co-ordination of all disciplines within the unit and community setting in all issues relating to antenatal screening provision in the delivery of a recognised standard of care across all areas of maternity services
- Implement and manage all ANNB Screening programmes at local level; assisting in project managing new processes and systems.
- Knowledge of the ANNB screening Key Performance Indicators and Programme Standards, and act when standards are not being maintained
- To offer constructive views on how the existing service and team work can be evaluated and improved upon
- To contribute to service development.

## Organisational Skills

- Maintaining, improving and creating screening programme failsafe systems. Collect, collate and report information, maintaining accurate records by recording and storing all relevant clinical information, ensuring it is securely held, accurate, complete and legible, and can be retrieved promptly when required.
- To assist in the management and organisation of work as required.
- Analyse situations and instigate emergency procedures as required
- To monitor progress of work recognising changing priorities and implement corrective actions within own limits and informing the relevant people
- Uses and has an excellent working knowledge of Word and Excel in order to input data and draw data from in order to follow up screening and audit.
- Uses and has a working knowledge of all information systems within the Trust to input and/or gather data.
- To monitor progress of work recognising changing priorities and implement corrective actions within own limits and informing the relevant people.

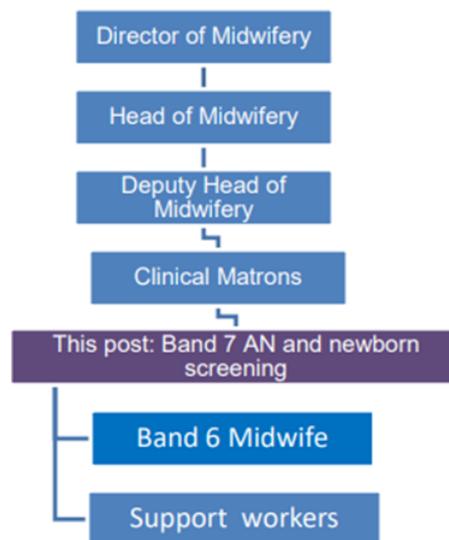
## Communication and Working Relationships

- Provide a programme of education, information and support for midwives and other health care professionals involved with antenatal & newborn screening, including effective induction of staff according to the Trust's policies and procedures.
- To report any possible risks or critical adverse incidents arising from the screening programme to the Maternity Governance and Screening Governance Board and to act and manage them accordingly
- Participate in clinical research and audit and encourage others to do the same
- Establishes and maintains an effective communication within multi-disciplinary / multi-agency teams, including contributing to effective communication concerning antenatal & newborn screening.
- The practitioner will provide leadership and training to junior staff and will support service development.

- The post holder will undertake reflective evaluation of practise, support clinical governance and work as part of a team, with other disciplines, towards shared objectives
- Act as an innovative and enthusiastic role model, promoting an open, honest and transparent culture.

## Organisational Chart

An Organisation Chart (using Job Titles only) showing the job to be reviewed and at least two levels above and, where appropriate, two levels below in the structure.



## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>Registered Midwife</p> <p>Significant clinical experience working at band 6 or above.</p>	<p>Evidence of on-going education</p> <p>Training/experience in Managing Conduct, Health, Sickness &amp; Performance, Recruitment &amp; Selection, Appraisal etc</p>
<b>Experience</b>	<p>3 years' post registration midwifery experience</p> <p>Understanding of the Antenatal and Newborn screening programmes.</p> <p>Ability to articulate evidence base to practice</p> <p>Awareness of current policies and drivers affecting maternity services</p> <p>Ability to demonstrate evidence based knowledge and application to clinical practice</p> <p>Demonstrates understanding of role boundaries and able to recognise when to escalate</p> <p>Ability to co-ordinate &amp; liaise within a multi-disciplinary team</p> <p>Ability to effectively delegate &amp; prioritise workload</p>	<p>Experience of working within the ANNB screening service and delivering unexpected news.</p> <p>Participation in audit</p> <p>Participation in service development</p> <p>Experience in complaint investigation and response.</p>

	Able to act as an advocate to service users.	
<b>Knowledge and skills</b>	<p>Knowledge of statutory regulations governing midwifery and screening</p> <p>Undertake specific midwifery procedures involving physical skills.</p>	<p>Knowledge of using Windows Office applications and experience in producing and presenting reports</p>
<b>Other</b>	Understanding of the Antenatal and Newborn screening programmes.	Commitment to professional development & evidence of CPD related to antenatal and newborn screening.

## 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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;

- 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 staff;
- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

## Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- 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.

## NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

## **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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

## **Equal opportunities and diversity**

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

