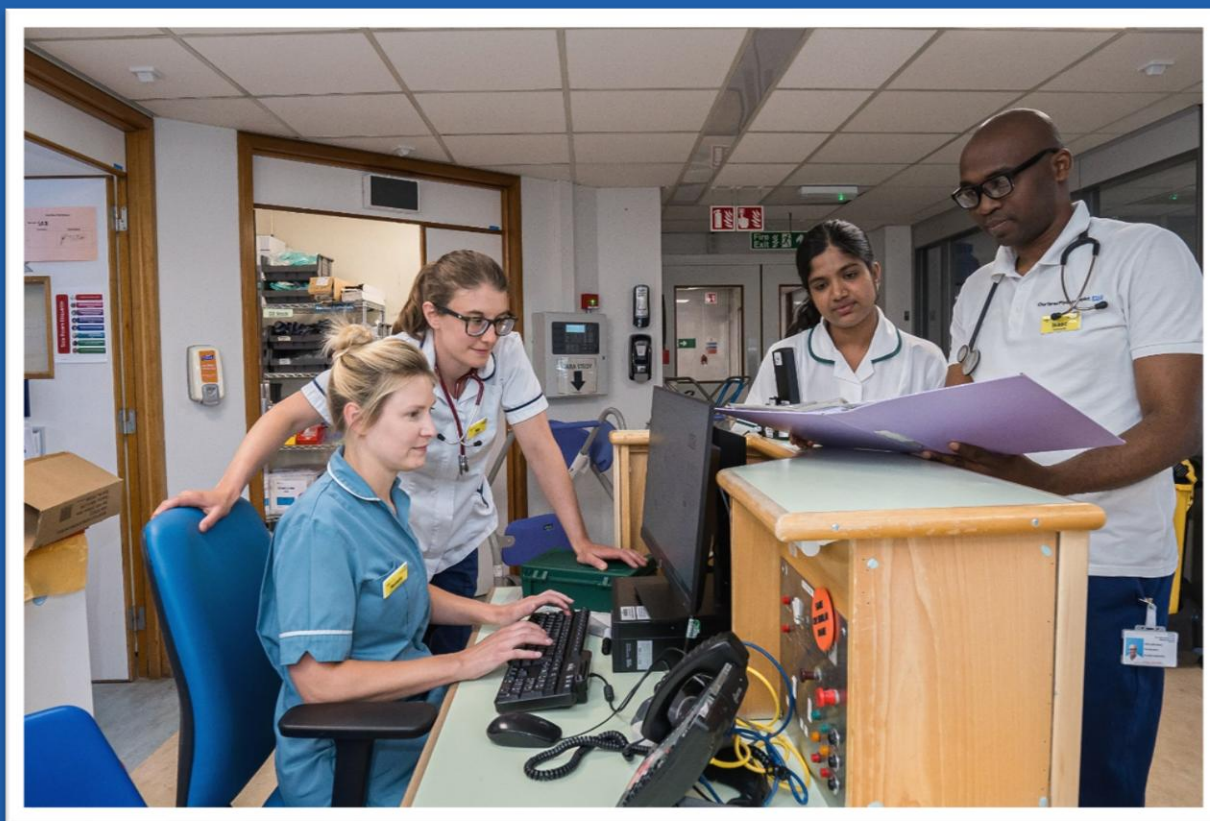


LEAD SUPERINTENDENT RADIOGRAPHER

Candidate Pack



Colleague Benefits

General

- 27 days annual leave entitlement, 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
- 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
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

Learning and Development

- Coaching and Mentoring
- Leadership Academy – leadership and management training for all staff
- Access to E-Learning courses
- Apprenticeships – growing number of apprenticeship opportunities across all disciplines
- Secondment and acting up opportunities
- Support to complete qualifications whilst on the job

Wellbeing

- Coaching
- Mental Health First Aiders
- Chaplaincy
- Fast track physiotherapy service
- Free eye test vouchers
- Slimming World referral scheme
- Cervical screening service
- Long Covid support
- Access to wellbeing/rest rooms
- Menopause support
- Men's Health forms and MOT
- Discounts with local gyms



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.

- Lead and support a large team of radiography, nursing and administrative staff to provide a safe, high-quality service for patients
- Manage the day-to-day running of the Radiology department, ensuring services are organised, efficient and meet patient needs.
- Oversee staff recruitment, training, performance and wellbeing, helping teams to develop and deliver excellent care.
- Work closely with colleagues across the Trust to improve services, manage resources effectively and support future planning.
- Ensure all imaging equipment is safe, well maintained and used in line with radiation safety regulations and NHS standards.
- Monitor quality, safety and performance, dealing with risks, concerns and service improvements to provide the best possible patient experience.

Job Description

Job title:	Lead Superintendent Radiographer
Grade:	8A
Site:	The Royal Shrewsbury Hospital, with cross site working expected
Accountable to:	Radiology Centre Manager
DBS required:	Yes

Job Overview

Leadership of a large multidisciplinary team of radiographic, nursing and admin staff with overall responsibility for the day-to-day management of a busy general Radiology department and the effective management of staff including recruitment, appraisal, training compliance, performance and absence management.

Providing operational management support to the Radiology Centre Manager, the post holder is accountable for the delivery of a range of services within the Radiology Centre ensuring efficient and effective management of all resources in order to deliver safe, high quality and effective patient care in an environment of continuous improvement.

The post holder is accountable for service delivery, liaising with service users and other agencies as appropriate in addition to the management of complex imaging equipment to ensure compliance with the Ionising Radiation Regulations (IRR17) and the Ionising Radiation (Medical Exposure) Regulations (IRMER).

Main Duties and Responsibilities

Leadership

- To provide professional leadership to ensure the delivery of safe, high quality and effective patient services within the Radiology Centre.
- To support the Radiology Centre Manager in defining the strategic direction for the Centre.
- To act as ambassador for the Radiology Centre and to demonstrate through personal behaviours the core values of the Trust.
- To ensure that an appropriate managerial and professional infrastructure is in place to support the delivery of high quality services within the Radiology Centre.
- To ensure a regular physical presence within all areas of the Radiology Centre in order to provide appropriate leadership, including satellite departments.

Service Delivery

- To plan and organise complex activities or programmes requiring formulation and adjustment.
- Plans complex staff rotas
- Organises a specialist department area including workload and staff
- Plans for introduction of new methods of working
- To have overall responsibility for the effective management of the service delivery in the Radiology department in the area of responsibility.
- To take overall responsibility for the efficient and effective management of all available resources within the Radiology service delivery areas.
- To ensure appropriate systems and work processes and protocols are in place to enable the delivery of high quality, safe patient services in line with contemporary evidence based practice and within available resources.
- Proposes policy or service development or changes that impact beyond own area. Participates in reviews of work practices which impact on service delivery to patients / clients and other specialties.
- To take specific responsibility for ensuring that robust and effective contingency plans are in place within the area of responsibility.

- To maintain systems within the area of responsibility for the accurate and timely recording and monitoring of all activity.
- To analyse and interpret a range of complex information in order to understand the clinical and financial performance of the area of responsibility and to prepare and present options for improvement.
- To deputise for the Radiology Centre Manager, as required.

Responsibility for Patient / Client Care

- Accountable for the direct delivery of a sub division (or site) of Radiology.
- Provides a specialist and tailored service which contributes to diagnosis and treatment.

Business Planning

- To work with the Radiology Centre Manager to formulate and implement the Business Plan for the area of responsibility, ensuring that account is taken of professional, national and local standards, evidence based practice, capacity and capability issues and the views of all stakeholders in the process.
- To support in the development of robust business cases in order to deliver short and long term business strategies.

Governance and Risk

- To work with clinical and governance leads 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 effective systems are in place to report, monitor and manage clinical and non-clinical risk.
- Management of such risks via DATIX.
- To alert the Radiology Centre Manager 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.

Quality and Service Improvement

- To provide professional leadership and be responsible for the clinical effectiveness of the clinical and non-clinical functions within the area of responsibility through the development of evidence-based practice.
- Working closely with colleagues in other Centres, to take a significant role in the design and establishment of effective patient care pathways to ensure safe and effective services and optimum use of all available resource.
- To drive process and service quality improvement and innovation for the benefit of patients and the general public across the area of responsibility in partnership with clinical and non-clinical colleagues, service users and other stakeholders.
- To establish clinical and non-clinical performance and quality standards and to ensure that systems are in place to regularly monitor and evaluate these. To take appropriate remedial action when performance and quality standards are not as expected.
- To put in place protocols and policies to support delivery of high quality patient care within the area of responsibility.
- To ensure active participation by teams in surveys, audit and research in support of service improvement within the Centre.
- To ensure patient complaints and concerns and any untoward incidents are dealt with in accordance with Trust procedures and that appropriate remedial action is taken promptly.

Workforce

- To be responsible for the day to day management of all non-medical staff within the department, including recruitment, induction, appraisal, disciplinary, grievance and sickness management.
- To maintain and capture accurate workforce data via the e-Roster.
- To oversee the authorisation of payments including overtime and expenses.
- To ensure all staff within the area of responsibility have clear roles, objectives, responsibilities and development plans.
- To ensure appropriate deployment of all staff within the area of responsibility to deliver safe and effective patient care within the resources available.
- To ensure the effective performance of all staff within the area of responsibility, including having in place systems for regular appraisals and the development of Personal Development Plans.
- To ensure that all staff are managed effectively within the HR policy framework.
- To develop workforce transformation strategies and plans that reflect the changing needs of the service. To support the development of new roles that reflect modern healthcare delivery.

- To promote a culture of learning and continuous improvement, ensuring sufficient capacity and capability of individuals to enable them to deliver high quality care and contribute to service transformation.
- To facilitate opportunities for education, development, teaching and supervision of nursing and other staff and students.
- To ensure effective working relationships with the medical workforce.
- To establish and operate effective systems for staff involvement, engagement and communications within the area of responsibility and to support wider communications within the Centre and the Trust as a whole.
- To put in place effective strategies to enhance the experience and satisfaction of the workforce.
- To communicate highly complex and sometimes highly contentious information to large groups in a manner that is understandable and likely to achieve engagement.
- To ensure compliance with Health and Safety legislation, policies and procedures within the area of responsibility.
- Liaise with education establishments to provide work experience placements for recruitment to and the promotion of the Radiography profession.
- To manage the provision of on-site placements and work shadowing sessions for school, college and return to radiography practice students, liaising with all interested parties and evaluating the placement with both student and governing body

Finance

- To be accountable for the effective financial management of services within the area of responsibility, ensuring that they are delivered within agreed financial plans and budgets, including any agreed cost efficiency improvements.
- To act as authorised signatory; responsible for purchase of some assets, monitors budgets and holds a delegated budget
- Holds a delegated budget
- To ensure that the Centre's assets and resources are used efficiently and economically.
- To contribute to efficiency improvement initiatives and plans.
- To contribute to the budget setting process.

Managing of Ionising Radiation and maintenance of Professional Registration

- Provide day-to-day Radiation Protection advice to the imaging department and all wards or departments that require imaging services.
- Teach non-radiographic staff the principals of ionising radiation safety.

- Manage and implement protocols for non-medical authorised requestors of radiological examinations.
- Manage, implement and review the IRMER Procedures and Authorisation protocols and Local rules, as required.
- Manage equipment service programme including planned preventative maintenance in line with IRR17
- Ensure compliance with Radiation Physics surveys and act on the recommendations as advised by Medical Physics experts commissioned by the Trust.
- Have an expert knowledge of a wide range of imaging equipment and technologies to effect accurate troubleshooting.
- Resolving problems or pass on information to manufacturers and co-ordinate repair date and times. Organise the servicing of equipment in such a manner that it has minimum impact on the service
- To undertake X-ray examinations as an operator in accordance with the IR(ME)R.
- To authorise medical exposures using guidelines, own knowledge and extensive experience to ensure safe and effective X-ray service.
- To accept responsibility for the patient whilst in their care during the radiographic procedure.
- Produce excellent quality diagnostic images whilst keeping the radiation dose as low as is reasonably practicable.
- To be aware of and practice all radiation protection procedures.
- To assess and treat a workload of patients whilst maintaining the highest standard of radiography and care of the patients.
- To ensure all expensive and highly complex equipment is used correctly by the giving of instructions and training to imaging staff and other authorised users.
- To liaise with a wide range of staff caring for the patient- including medical staff, ward staff, staff of other departments
- To undertake audit to improve and develop imaging services and the patient experience.
- To maintain CPD.
- Maintain patients' privacy and confidentiality at all times.
- To carry out x-ray examinations without supervision and give technical advice to all radiographic personnel.
- To be responsible for radiation protection of patients/carers/other staff during X-ray procedures.
- To manage the clinical instruction and training of Radiographers and Assistant Practitioners.
- To be involved with the clinical instruction, training and formal assessment of student radiographers.

Representing the Radiology Centre and the Trust

- To work with the Radiology Centre Manager to establish effective working relationships with GPs, commissioners of services and patient representatives.
- Attendance and active participation in Clinical Governance, senior management and audit meetings to ensure all matters effecting the improvement to imaging services are discussed, monitored and implemented.
- Attendance and active participation in the Health, Safety, Security and Fire and Infection prevention and Control committees.
- To foster good working relationships with colleagues within the Radiology Centre and other Divisions.
- To represent the Radiology Centre within the Trust and externally as required.
- To network with other Trusts to identify and share areas of good practice.

Special projects

- To undertake projects as required within the Radiology Centre.
- Participation in Research and Development activity as required.
- Undertakes surveys and audits as necessary to own work
- Support other Centres and Divisions as required in delivering on projects.

Information Resources

- Records personally generated information.
- Updates patient records.

Range of Authority

The post holder is responsible for the day-to-day management of services as outlined on the organisation chart.

The post holder will make a significant contribution to all major decisions affecting the Radiology Centre such as patient safety, service quality, people management, contracting, budgetary management, business planning and risk management. The post holder is guided by broad occupational policies – working within codes of practice, occupational standards, policies and procedures and manages team. S/he will also be required to analyse and compare a range of complex and conflicting information to support the decision making process.

Examples of areas in which the post holder is expected to act autonomously or with only occasional reference with their line manager prior to action include:

- Prioritising the use of all resources within the area of responsibility.
- Decisions regarding staffing levels and skill mix within budgeted establishment.
- Staffing issues and performance of staff in accordance with Trust policy.
- Development and establishment of standards, policies and protocols within the area of responsibility
- Service redesign within area of responsibility.
- Service Level Agreement negotiation within defined parameters.

Examples of issues that the post holder is required to discuss with their line manager prior to action include:

- Sign-off of budgets.
- Changes to staffing levels or skill mix that impact significantly on quality of patient care or exceed budgeted establishment
- Termination of employee contracts.
- Significant changes to service delivery.
- Development of standards, policies and protocols impacting on other Centres and on the medical team within the Centre.

Equipment and systems

- To ensure that all clinical and non-clinical equipment within the Centre is fit for use, maintained and used appropriately and efficiently.
- To ensure compliance with IRR99 and IRMER.
- To recommend the purchase of equipment that is cost effective and will enhance efficiency and the patient experience.
- To be competent in the use of a range of electronic information systems and tools.

The Lead Superintendent Radiographer will be required to use the following equipment:-

- Expensive and highly complex static X-ray rooms including digital fluoroscopy and tomography.
- Expensive and complex Mobile x-ray units and Image Intensifiers.
- Expensive and highly complex PACS system.
- Computerised Radiology information system (RIS).
- Computerised hospital patient information system (PAS).
- Beds, trolleys and wheel chairs.
- Patient handling/moving equipment (manual and motorised)
- Oxygen cylinders.

And to have knowledge of:

- The site and position of the patient resuscitation equipment.
- All equipment that may come attached to a patient from the ward e.g. IV infusion pumps, Catheter bags.

Communication and Relationships

Provide and receive highly complex, sensitive information where there may be barriers to understanding.

The Lead Superintendent Radiographer will be required to liaise with:-

- Medical and Clinical Directors.
- Consultants and medical staff in all specialities within and external to the Trust.
- All Radiology departmental staff.
- All Hospital staff and patients.
- Patients, relatives and visitors.
- Equipment providers.
- Maintenance personnel, internal and external to the Trust.
- Work experience users
- Educational providers
- Present complex, sensitive or contentious information to large groups
- Undertake formal lectures or presentations to large groups

And may be required to assist in clinical duties:-

- Confirm with the patient (or carer if patient not capable) their identity, clinical problem and any previous attendance to Radiology.
- Check pregnancy status of female patients when procedure protocols are required.
- Gain patients consent for the examination.
- Give information about and instruction during the examination.
- Ensure the patient receives advice about the 'Aftercare' they must adhere to.
- Explain to relatives/parents what is about to happen and how they can help.
- To discuss and communicate with other staff in the department.
- Act on equipment problems.
- Comply with and update protocols.
- Share necessary patient history to colleagues keeping in line with information governance requirements.
- Liaise with other departments as to what examination and aftercare patients are having when visiting the department.

Physical, Mental and Emotional Demands of the Post

- To analyse and interpret a range of complex information requiring analysis, interpretation and analysis of a range of options in order to understand the Centre's clinical and financial performance and to prepare and present options for improvement for clinical, workforce and operational problems.
- Uses analytical skills for assessing a range of complex acute and other patient conditions and tailor diagnostic/ treatment protocols to take these into account e.g. trauma, calculation of patient doses.
- To undertake presentations to large groups and to senior managers as required.
- To handle emotive and challenging situations relating to patients, service users and staff, using influential negotiating and motivational skills to achieve desired outcomes.
- To cope with frequent interruptions whilst in periods of concentration.
- To regularly deal with a wide range of complex patient complaints and staff problems.
- Physical accuracy and dexterity are needed to position patients, give intravenous injections; narrow margin of error.
- Wearing of heavy, restrictive PPE (Personal Protective Equipment).
- Occasional moderate effort for several short periods:
 - o Positioning, and manoeuvring of all patients.
 - o Lifting, bending, stretching, and twisting.
 - o Moving and positioning of expensive heavy X-ray equipment for each patient examination.
 - o Pushing of trolleys, beds and wheelchairs.
- Working in cramped conditions when imaging patients on the wards.
- Sitting for long periods of time daily.
- Frequent concentration is required where the work pattern is unpredictable
- Use of computer keyboard, mouse and VDU daily for prolonged periods of time.
- Empathy for both patients and relatives. Also to provide pastoral care and compassion for staff and to provide sensitive counselling and advice encompassing a wide range of situations.
- Distressing situations when working with the terminally ill, road accident victims or child abuse victims.
- Verbal aggression occasionally when dealing with patients, relatives or complaints.
- Occasional contact with angry, difficult, upset or drunk patients.
- Imaging of dead babies for post-mortem occurs less often. (Optional duty as a Radiographer)
- Occasionally required to image cadaver/s in the mortuary.
- Dealing with difficult and distressed patients their relatives and their emotional feelings.

- Dealing with children and patients with learning difficulties.
- Producing images of diagnostic quality on difficult patients who are both physically and emotionally traumatised.
- Continual compromise between service needs, budgetary constraints and expectations of the service.

Working Conditions

- To maintain a strong presence within the patient environment.
- To work in normal office conditions, including regular VDU work.
- To travel regularly between all Trust sites.
- Have to deal with all bodily fluids and odours occasionally.
- Physical aggression occasionally when dealing with patients or relatives
- Have to be aware of and deal with infectious diseases.
- Undertake a 1st line troubleshooting/repair to most types of complex expensive equipment

Person Specification

	Essential	Desirable
Qualifications	• DCR/ BSc (Hon) Diagnostic Radiography • Evidence of professional management development • Evidence of a commitment to continuous professional development • Current HCPC Registration (Radiographer) • Highly developed specialist knowledge underpinned by theory and experience • Professional knowledge acquired through degree, post graduate study and significant experience in specialist field to masters level or equivalent	• Management qualification

Experience and knowledge	• Significant experience of working at a management/leadership or professional level within Radiology • Significant experience of managing clinical teams • Evidence of successful management of clinical services • Experience of managing clinical and non-clinical risk • Evidence of effective management of a complex and diverse workforce • Successful management of significant budget • Track record of achieving service targets • Comprehensive knowledge of current professional practice and health policy requirements	• Experience of business strategy and planning • Experience of leading the implementation of service improvement including complex change management programmes • Successful management of significant budget • Expert knowledge of quality improvement tools and methodology
Skills	• Strong leadership skills • Ability to manage a range of staff groups/professions to deliver objectives and targets • Ability to manage a budget • Ability to manage complex change projects • Ability to analyse complex and sometimes conflicting information in order to resolve issues • Advanced decision-making skills	

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.

