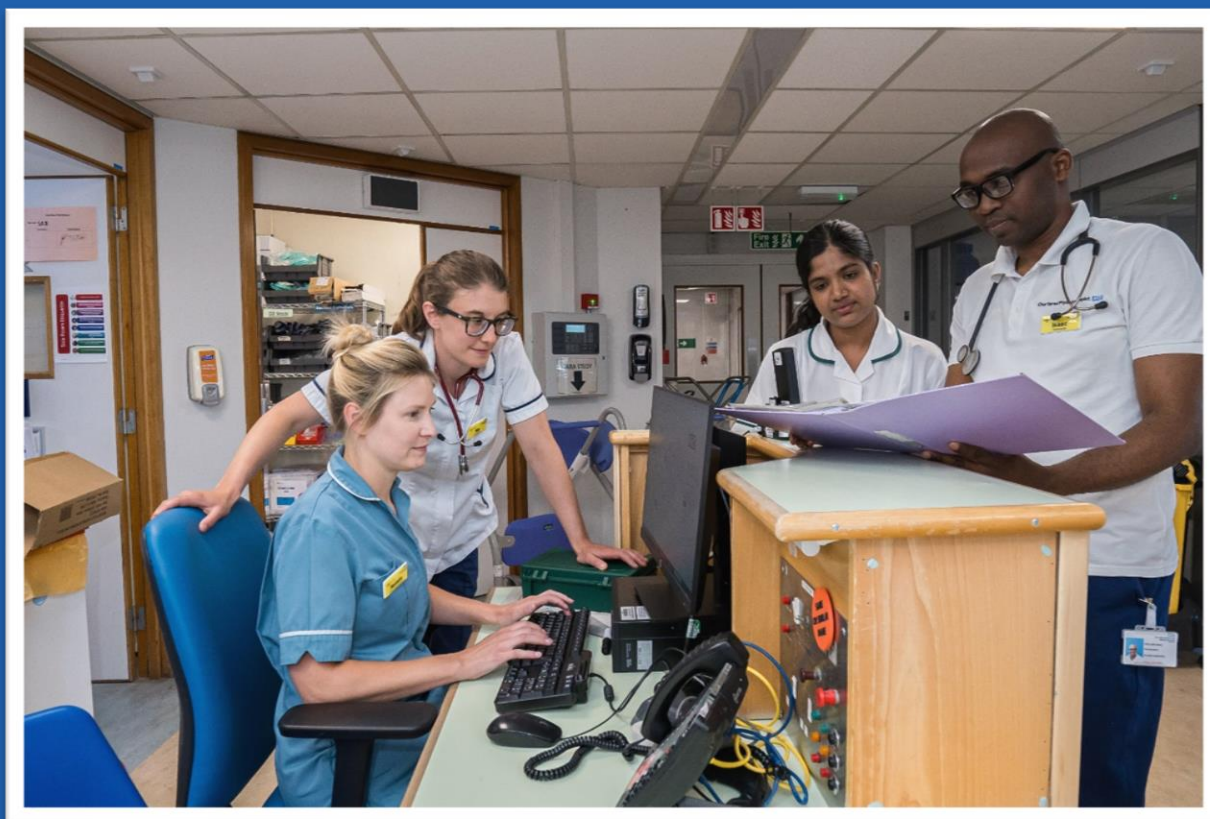


MIDWIFE

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.

- This role involves caring for women and their babies during pregnancy, birth and after delivery.
- You will work in different places like hospitals, birth centres and in the community.
- You will give advice, support and education to help families stay healthy and make informed choices.
- You will work closely with other health professionals to make sure care is safe and personal.
- You will help train and support student midwives and other team members.
- You will follow professional rules and take part in training to keep your skills up to date.

Job Description

Job title:	Midwife
Grade:	6
Site:	The Princess Royal Hospital, Telford
Accountable to:	Matron
DBS required:	Yes

Job Overview

The midwife will provide a full range of midwifery care, including health education, social care and advice to women within the integrated maternity service throughout Shropshire.

Your sphere of practice encompasses provision of care to the women and baby during antenatal, intrapartum and postnatal periods. The care provided will be to women/pregnant people and their babies in the community, midwife led units, or consultant unit.

Continuity of carer where offered within the service model, will be in line with Better Births recommendations.

This role will involve on-call commitments where applicable and dependent on area of work.

The midwife will act as an assessor for students and support and other members of staff.

The midwife will work autonomously within the Trust in line with departmental guidelines and according to the NMC Standards of Proficiency for Midwives.

Clinical and Organisational Function

The midwife will:

- Undertake care of antenatal, intrapartum, and postnatal women and their babies, as per Trust guidelines, policies, procedures within National guidance and according to NMC Rules and Codes.
- To provide inclusive midwifery care that is woman/pregnant person focused and evidence in all midwifery settings, which may include working within a continuity of carer model in line with recommendations of Better Births (2016).
- You will be expected to work autonomously within guidelines and the sphere of professional practice to implement personalised care.
- You will be able to provide care throughout the antenatal, birth and postnatal period, while ensuring a holistic approach to woman's/pregnant person's physical, psychological, emotional, and social needs are met. Effective multi disciplinary working is essential, communicating and referring to the Team of Specialist Midwives, Obstetricians and Consultant Midwife where required to ensure appropriate and safe care is provided.
- To participate in the design and development of new ways of working that benefit the women/pregnant people and their families whilst improving working conditions of the team.
- The post-holder has a defined sphere of practice and should provide motivation within a midwifery team and be a resource for knowledge and clinical expertise.
- Maintain NMC registration and ensure that Revalidation is up to date.
- Practice in accordance with the NMC Code and the Standards.
- Ensure that Trust guidelines, national guidance and other NMC documents are adhered to.
- Plan and provide personalised care based on history taking, medical and social assessments as early in pregnancy as possible. Ensure good communication with appropriate team agencies, professionals. Communicate information effectively to women/pregnant people to assist them in making informed choice regarding maternity care.
- An awareness of Data Protection Act, Information Governance, and confidentiality rules.
- Demonstrate a commitment to SaTH Trust Values and flexible working patterns to meet the needs of the service and staff.
- Promote equality and diversity in the workplace.
- Take responsibility for personal development, education, and training, attending relevant mandatory in-service training including CTG, obstetric emergencies, safeguarding, Health and Safety (Fire and manual handling)

training updates on an annual basis in accordance with national recommendations and Maternity specific TNA.

- Maintain a high standard of midwifery care based on evidence-based practice.
- Be prepared to undertake cannulation and administer IV medication
- Promote and support breastfeeding and parent/infant relationships in line with UNICEF Baby Friendly initiative.
- Follow procedures and report incidents and accidents by using the Datix system. • Report sickness absence as per Trust Policy.
- Be responsible for the safe use of equipment and medical devices ensure that training has been received before use.
- To act as an assessor and when completed the necessary training practice supervisor to midwifery students.
- Take part in audits, research and or clinical trials in conjunction with the relevant specialist midwives.
- Participate in service development, maternity transformation plan workstreams, attending task and finish groups and departmental meetings where required.
- When appropriate assume managerial responsibility for a ward or department taking efficient and effective deployment of staff to ensure a safe and effective running of the area.

Equality, diversity and inclusivity

- Create a culture of equality, diversity, and inclusivity by personally embedding these factors into everyday working life.
- Report any behaviours or acts that may be discriminatory

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Registered practising midwife • Able to provide safe midwifery care in a variety of settings 	<ul style="list-style-type: none"> • Developing expertise in 'Extended Role Skills
Experience	<ul style="list-style-type: none"> • Able to use obstetric equipment safely under supervision • Experienced in all aspects of Hospital/Community Midwifery. • Extended role skills well developed • Able to mentor students. • Articulate, with excellent communication skills. • Able to 'act up' for Senior Midwife when required 	
Knowledge and skills	<ul style="list-style-type: none"> • Developing problem solving decision-making skills using research based evidence • Works well within a multidisciplinary team. • Accepts responsibility for own practice. • Manual dexterity • Able to mentor students. • Articulate, with excellent communication skills. 	

	<ul style="list-style-type: none"> • Able to 'act up' for Senior Midwife when required. 	
Other	<ul style="list-style-type: none"> • Able to participate in on call rotas out of hours. • Able to work in all service areas. • All shifts required 	

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.



Proud to have signed
The Pregnancy
Loss Pledge

