

SENIOR PAEDIATRIC ADVANCED CLINICAL PRACTITIONER

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 provides advanced clinical care for children and young people, using specialist knowledge and skills to assess, treat and support patients.

- It involves working as part of the medical team, making clinical decisions and helping to develop the service.
- The post holder will act as a role model, supporting and supervising other staff to improve their skills.
- They will help promote safe, evidence-based care through teaching, research and clinical audit.
- The role also includes working with senior leaders and teams across the Trust to support wider projects and improve how services are delivered.

Job Description

Job title:	Senior Paediatric Advance Clinical Practitioner
Grade:	8b
Site:	The Princess Royal Hospital, Telford
Accountable to:	Divisional Operational Manager
DBS required:	Yes - Enhanced

Main Duties

The post holder is required to deliver an advanced level of clinical practice within the field of Paediatrics within the Trust.

The Higher-level ACP will have extensive clinical knowledge and experience in the employing specialty, hold a Masters in Advanced Clinical Practice, Non-Medical Prescribing qualification and meet all of the requirements of the higher-level role. They will work at this level in a clinical capacity as part of an alternative multiprofessional medical workforce model within their specified field. The clinical reporting lines will be accountable to the Clinical Director of specialty/Designated Consultant Lead/ Lead ACP of service (if applicable). Professional accountability will be to the Trust Lead Advanced Clinical Practitioner and Trust Consultant Leads of the programme. Operationally line management will sit with the designated operational manager within the service.

The higher-level ACP will act as a role model and clinical/work-based supervisor to less experienced colleagues promoting clinical effectiveness in care. The post holder will work closely with all members of the multidisciplinary team and play an integral role in assisting in the operational/strategic development of the service, promoting and facilitating evidence-based practice, clinical audit and research. The higher-level ACP will also collaborate and work alongside the Trust Lead ACP/ Consultant Leads of ACP programme and Consultant Lead of the service being involved in Trust wide ACP initiatives where required.

The ACP's reporting lines will be within medicine, however, will support the education and development of the multiprofessional

workforce within specialty areas and for wider corporate education initiatives where required.

They will practice in partnership with the multidisciplinary team under working on behalf of the department named Consultant, however their clinical decision making and level of patient management will reflect a high level of decision making and freedom to act within the area of practice.

The Higher-Level ACP is expected to evidence all four pillars of practice as set out in the National Multiprofessional advanced practice framework evidencing

- Clinical
- Leadership
- Audit/ Research
- Education

The higher level (8b) job plan will reflect 80% clinical, 20% non-clinical (pro-rata) based on FTE. Study leave/professional leave will also form part of the higher-level ACP job plan as per agreed guidelines/ frameworks of the ACP role within the Trust.

General paediatrics is based across sites in Princess Royal hospital and Royal Shrewsbury hospital supporting inpatients and outpatient activity . The post holder will be working alongside on medical middle grade rota on wards, assessment unit, resuscitation areas and outpatients covering shifts as per rota including nights. They would have both direct and indirect supervision from consultants as required.

The ACP will have obtained a full Masters in Advanced Clinical Practice and in addition have developed a breadth and depth of clinical acumen in general paediatrics and be able to see a wide clinical presentation carrying out relevant clinical procedures and diagnostics to assist in diagnosis and management of the patients in their care. Therefore, senior ACP practice is not limited to a specific cohort of patients or conditions.

While the overall clinical responsibility for patient care lies with the named Consultant for patient, the senior ACPs will have direct and indirect supervision and support from their consultants.

The higher-level ACP will have highly developed specialist knowledge relating to their clinical area of practice, which is underpinned by theory, clinical experience, and a robust portfolio of evidence

The ACP will have obtained a full Masters in Advanced Clinical Practice and in addition have developed a breadth and depth of clinical acumen in their clinical area of specialty and be able to see a wide breadth of clinical presentations carrying out relevant clinical procedures,

interventions and diagnostics to assist in diagnosis and management of the patients in their care.

- For example, in the area of General Paediatrics the higher-level ACP will be expected to have developed a strong clinical acumen in General Paediatrics presenting with new, acute and existing conditions, including resuscitation areas. They will have the breadth of knowledge to assess, diagnose and initiate treatment plans for any patient presenting to these areas and will be entrusted to act independently in the absence of the named Consultant.

Therefore, the higher-level ACP's practice is not limited to a specific cohort of patients or clinical conditions.

Expected Established skills/experience:

- Up to date Advanced Life Support qualification
- EPALS
- Completion and maintenance of internal locally agreed referral rights for imaging.
- Advanced clinical procedures including but not limited to: Lumbar Puncture
- Evidence of a wide scope of prescribing practice in line with Trust NMP policy.
- Maintain evidence and practice of authorisation of blood products and all ongoing requirements to remain on active register.
- Evidence of service development within clinical areas and a high degree of professional standards.
- Ongoing evidence of audit and research within clinical specialty.
- Presenting/publication at local, regional or National level/or actively part of a Regional Group promoting Advanced Clinical Practice.

Responsibility for patient care (Clinical Pillar)

- The higher-level ACP will have a broad and specialised clinical acumen in the area of practice and have achieved sign off with higher level curriculums, clinical capabilities/competencies relevant to their area of practice as per agreed guidelines of the ACP development framework.
- They will be able to independently assess, diagnose, and initiate treatment plans with a wide breadth of clinical presentations relevant to their specialised area, which include patients presenting with undiagnosed and diagnosed conditions.
- While the overall clinical responsibility for patient care lies with the named patient Consultant, the higher-level ACP will act on behalf of the Consultant assessing, accessing diagnostics and interpreting findings formulating treatment plans for patients with a high degree of autonomy and freedom to act in their physical absence.
- The higher-level ACP will be able to act on highly complex facts or situations requiring analysis, interpretation and comparison of a range of options and is able to make clinical judgments, even when conflicting views are present.

Example: A higher level ACP would be able to clinically manage a complex clinical case which is multi-dimensional; the patient may present with sepsis but also have underlying conditions such as heart failure and chronic kidney disease and diabetes which need consideration and management in the diagnostic and clinical management plan. The higher-level ACP will have the clinical acumen to deal with a complex clinical situation and is able to analyse, interpret and make a clinical judgment based on the complexity of the case, considering the range of options for treatment, monitoring and diagnostics and the implications for each of these for the patient and their presenting complaint.

- Is able to carry out complex diagnostic procedures and able to interpret and act on the results of the diagnostic findings.

Example 1: the higher-level ACP is able to assess, order diagnostic investigation for patients presenting with a suspected diagnosis of meningitis, in addition the ACP is able to perform the lumbar puncture and interpret and act on the lumbar puncture findings and initiate treatment to the patient where required or alternatively interpret the results as normal findings. In addition, the ACP at this level is able to supervise and support the clinical learning of colleagues undergoing training with this procedure.

Example 2: The higher-level ACP is able to manage a patient who has an unprovoked DVT, they are able to assess and access appropriate diagnostics, interpret the clinical findings and initiate treatment, in addition they are then able to recommend further investigations to investigate to rule out possible causes and refer on to relevant specialties.

This includes counselling patients, communicating findings, treatments and reasons for further investigations, which may also include breaking bad news.

Organisational:

- The higher-level ACP will have an integral role in organising, developing and teaching on the ACP programme and will assist the Trust Lead ACP and Consultant Lead in the delivery of the strategic development and educational component of the ACP workforce at the Trust.
- The higher-level ACP will take a formal role as an Educational and/or Clinical supervision of trainee ACPs within their clinical area.
- In addition to managing their own workload support colleagues, trainee's and the multiprofessional workforce to manage their workload.
- In conjunction with the Trust Lead ACP/ Consultant ACP lead propose policy or service changes, with impact beyond own area / supporting implementation and development of service, development of protocols and policies within their specialist area that may impact on other services using an evidenced based/ research approach which is interpreted into policy for the Trust.
- Responsible on a shift-by-shift basis for the management of all general paediatric patients within the Trust in conjunction with a Consultant/Specialist Registrar and patients within remit of afterhours role.
- Demonstrate effective multidisciplinary team working and acknowledge the role of individual team members ensuring that expertise is seen as a resource within the team and the Trust.
- Actively involve service users in providing feedback of their experience of the current service and suggestions for improvement.
- Assist the Clinical Leads of the service to develop robust governance systems by contributing to improving practice and healthcare outcomes so that they are consistent with National and international standards through initiating facilitating and strive leading change for the ACP team, organisation and system levels.

Systems and Equipment

- Responsible for the safe use of equipment
- Work at all times with due regard for the finite resources of the department.
- Assist on the introduction of innovative cost saving efficiencies within the ACP role, and be proactive in the identification of efficiency savings within the department and across the emergency care pathway/or area of clinical specialty.

Risk Management

- Contribute to clinical risk management.
- Complete documentation and gather evidence relevant to clinical risk management.
- Anticipate, recognise and prevent situations that may be detrimental to self and the health and wellbeing of patients or staff.
- Adhere to and participate in the implementation of recommendations and guidelines related to health & safety at work, Control of Substances Hazardous to Health legislation and control of infection procedures.
- Implement actions to be taken in event of an emergency.
- Demonstrate correct moving and handling procedures following Trust protocols and guidelines.
- Adhere to Trust and locally agreed policies, guideline and protocols.
- Promote, lead and actively contribute to clinical governance within their clinical department and wider ACP team.

Education, Training and personal development (Education pillar)

- Be responsible for the clinical supervision and of trainee/ less experienced ACP's and will act as a clinical resource, clinical mentor and educational supervisor in practice.
- Teach and co-ordinate programmes of education relevant to the ACP role and within specialty area and across clinical boundaries and the multiprofessional workforce in area of practice. This may also include presenting at local, regional or National conferences.
- Lead and work in conjunction with senior colleagues in developing initiatives on ACP staff development and training programmes for the service.
- Undertake work based and University assessments with Trainee ACP's and less experienced colleagues.
- Undertake all statutory and mandatory training as required by the Trust, including all mandatory requirements for the ACP role.
- Maintain Advanced Clinical Life Support qualifications/Advanced Paediatric Life support (where required)
- Participate in yearly appraisal process undertaken by the ACP Faculty ensuring portfolio of personal evidence and capability is maintained for this level of practice.
- Maintain, advance and develop personal theoretical knowledge, high standards of clinical competence and professional development through self- education. Undertaking continuous professional and clinical development to support own knowledge and skills.
- Keep up to date with specialist clinical knowledge, attending education and training provided by the Trust and relevant external course and conferences relevant to the clinical area.
- Work in collaboration with others to plan and deliver interventions to meet the learning and development needs of own and other professions.

Research and Audit

- The higher-level ACP will take an active part in research and clinical audit within their clinical area.
- Carry out independent audits in relation to the ACP role.
- Actively partake in the audit process for the medical directorate and be responsible for collating and disseminating their findings to the area of practice, wider Trust and Clinical Governance meetings within the clinical area.
- Assist in data collection for specific local and multi-centre research projects.
- Work with the Consultant Lead and Trust Lead ACP on the development of multidisciplinary research and clinical audit relevant to the ACP role.
- Critically appraise and synthesize the outcomes of relevant research, evaluations and audits and apply the information to improve practice.
- Aid the Trust Lead ACP/ Consultant Lead to conduct and commission research in a specialist area.
- Participate and contribute to any regional and national research to evaluate the effectiveness of care strategies related to the patient experience.
- Work across professional, organisational and system boundaries and proactively develop and sustain new partnerships and networks to influence and improve health, outcomes and healthcare delivery systems.
- Devise audit tools, analyse data, write report and present findings to the multidisciplinary team. Complete audit cycle by implementing change in relevant department of practice as required and re-auditing.
- Be aware of the results of mandatory audits, amend own practice where necessary and support/Identify areas of own clinical practice that require audit

Decisions, judgements and freedom to act

- The higher-level ACP will have the freedom to act within their own area of clinical competency and area of practice. They will be able to independently manage a patient on behalf of the named Consultant, initiating diagnostics and investigations, interpreting and acting on the results, using their own initiative and discretion to ensure patients receive timely intervention and access to treatment, seeking advice as necessary.
- This may also include taking the decision to discharge patients in line with agreed trust and local policies. While the overall care is overseen by the named Consultant the ACP at this level will be able to independently act and initiate treatment, investigations and change management plans to ensure patients receive timely care and treatment.

Communication and relationships:

- The higher-level ACP needs to provide and receive highly complex, highly sensitive information and have developed persuasive, motivational, negotiating and empathetic skills in their practice.
- Discuss highly complex facts and treatments of care appropriately with patients/parents/carers using language that aids understanding, acting appropriately on questions and giving information to assist with their understanding. This includes patients who have been given bad news, assisting/ responding to complaints, obtaining informal consent and formal consent prior to a procedure.
- The higher-level ACP is able to effectively communicate with ACP team members, nurses, doctors and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.
- Discuss implications of care options with patients and carers to enable them to make informed decisions using assertiveness, tact, diplomacy and compassion.
- Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance with child and adult safeguarding Trust policy.
- Recognise when own and others behavior is not acceptable and initiate appropriate action.
- Provide constructive feedback to others within the peer group and multidisciplinary team.
- Have high-level communication skills and contribute to the wider development of those working in the area of clinical practice by publishing and demonstrating work through presentation at conference and/or articles in professional press.
- In conjunction with the Trust Lead ACP/ Consultant ACP Lead engage stakeholders and use high level negotiating and influencing skills to develop and improve practice for service development and clinical practice.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Part 1/ 8 or 15 of the NMC register • Recognised Advanced Clinical Practitioner course - Paediatrics • Evidence of education to Masters level • Nurse prescribing course • Evidence of on-going, dynamic continuing professional development within the speciality • Advanced Paediatric Life Support (APLS) Provider • Level 3 Safeguarding training 	<ul style="list-style-type: none"> • Leadership qualification • Good Clinical Practice (GCP) Training
Experience	<ul style="list-style-type: none"> • Extensive experience as Advanced Clinical Practitioner - Paediatric working on Tier 1 medical rota • Competent to make decisions & work without direct supervision • Understanding of Safeguarding procedures • Able to conduct practical procedures 	

	<p>required for this post</p> <ul style="list-style-type: none"> • Evidence of Annual Appraisal 	
Knowledge and skills	<ul style="list-style-type: none"> • Effective advanced communication skills • Able to motivate and develop a multi-professional team • Negotiating skills • Ability to delegate and prioritise • Excellent verbal and written communication and listening skills • Experience of undertaking post-graduate academic teaching and training • Computer literate (word processing, PowerPoint presentation) • Risk Management skills • Able to provide supportive feedback to clinicians & colleagues 	<ul style="list-style-type: none"> • Experience of formal assessment of medical staff
Other	<ul style="list-style-type: none"> • Good understanding of Clinical Governance • Previous experience of research and audit • Experience of developing protocols and guidelines • Ability to work as an integral part of the 	

	<p style="text-align: center;">multidisciplinary team</p> <ul style="list-style-type: none"> • Ability to deal with conflict situations • Maintain confidentiality • Able to travel between hospital sites • Openness – Shares information and good practice appropriately. 	
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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.

