Health and Safety
The postholder must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and must follow these at all times, including ensuring that they act in line with all policies and procedures at all times in order to maintain a safe environment for patients, visitors and colleagues. It is the responsibility of the postholder to complete a display screen equipment (DSE) self-assessment, with reference to the Trust Policy.

Health, Wellbeing and Inclusion
Our commitment at QVH is to create a workplace where we can all feel we belong by considering health, wellbeing and inclusion in all that we do. We want our staff to each have a voice that counts and to speak up with confidence that we will be listened to and understood.

We look after ourselves and each other to ensure we are safe and healthy, recognising that health and wellbeing is not just the nature of our work. We work flexibly to support our staff in achieving a work-life balance that means we don't have to sacrifice what matters most. We recognise and reward our staff for their contributions. We support our staff to reach their full potential through always learning and development opportunities. Most importantly, we are a diverse and inclusive team, united by our compassion and providing the best care to our service users.

Equality and Diversity
The postholder is required to promote equality in service delivery and employment practices. All employees must comply with all the Trusts equality and diversity policies, procedures and initiatives.

Infection Prevention and Control
Infection Prevention and Control is everybody's responsibility. All staff are required to adhere to the Trust's Infection Prevention and Control policy and make every effort to maintain high standards of infection prevention and control at all times.

Safeguarding Children, Young People and Vulnerable Adults
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees to share this commitment. Recruitment checks are undertaken in accordance with the NHS Employment Check Standards and successful applicants may be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS).

Smoke free Trust
Queen Victoria Hospital NHS Foundation Trust is a smoke-free Trust covering Trust premises, grounds and any Trust owned vehicle. Staff should not smoke during their working hours and will be protected from passive smoking both in the Trust and whilst making home visits.

Sustainability
QVH wants to be the first Net Zero Hospital in England, and to achieve that wants every member of staff to be a green champion. The way in which the Trust works has a significant impact on the organisation's carbon footprint and that of our patients. From the heat, light and power supplies within the hospital to avoiding unnecessary patient journeys, the Trust is empowering all staff to create a sustainable health and care environment for future generations. The Trust expects all staff to reuse and recycle more, to use energy and water efficiently, to walk or cycle to work if you can, and to have a focus on sustainability in the workplace.

Queen Victoria Hospital
NHS Foundation Trust

QVH Trust Vision and Values

