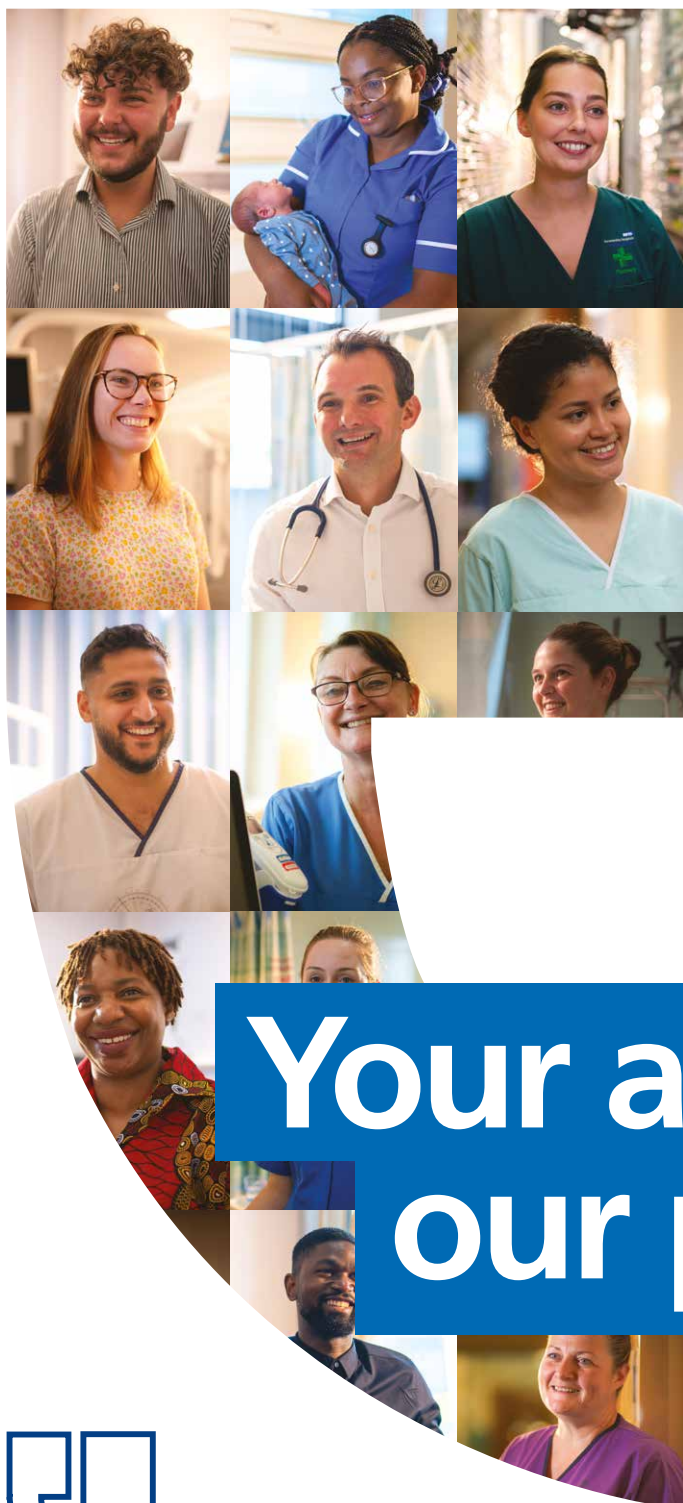




Gloucestershire Hospitals
NHS Foundation Trust



**Your ambition,
our promise.**



**Nurturing
ambition.**



We want to develop and maintain a culture where everyone feels valued and where staff would recommend our hospitals as a place to work.

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Why Gloucestershire Hospitals?

Working in the NHS provides a real opportunity to make a difference for other people, those we work alongside and those we provide care for, helping to change lives and save lives, every day.

This requires not just great individuals, but a great team. Our team in Gloucestershire Hospitals is made up of over 9,000 colleagues – staff and volunteers - representing over 95 different nationalities, bringing together a mix of cultures, experiences and expertise, from across our local communities.

We want to continue to attract the best talent to work in our hospitals and build a culture which retains, develops and provides opportunities for all of our colleagues. This is the promise we make to anyone who works here or is thinking about a job at Gloucestershire Hospitals.

K. McNamara.

Kevin McNamara
Chief Executive



I've been supported in shaping our service, ensuring every team member has equal opportunities to grow and contribute.

Mo,
Senior Physiotherapist

Live and work

Love Gloucestershire

Gloucestershire is nestled in the picturesque Cotswolds, offering a charming mix of rural beauty, historic towns, and a thriving community.

With its diverse range of vibrant independent shops, cultural festivals, theatres and sporting venues, including Cheltenham Racecourse, it attracts tourists from across the world.

The Cotswolds Area of Outstanding Natural Beauty provides ample opportunity to explore and enjoy the

great outdoors. Gloucestershire is rich in history, boasting landmarks including Gloucester Cathedral, Sudeley Castle and Westonbirt Arboretum.

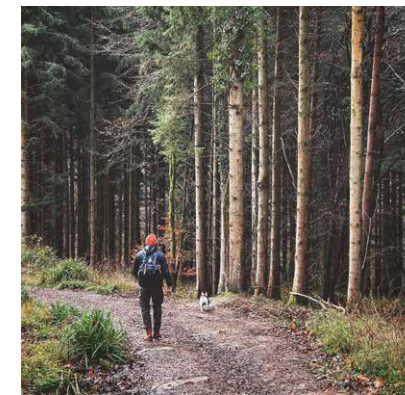
Gloucestershire provides exceptional educational opportunities, making it an ideal destination for families seeking a vibrant and supportive community. The county is home to a variety of prestigious independent schools, and highly regarded grammar schools. Additionally, Gloucestershire benefits from strong ties with two renowned universities, further enhancing its appeal as a place for both academic excellence and future growth.



Pittville Pump Room,
Cheltenham, Gloucestershire



Gloucester Docks



Forest of Dean



High Street in Stroud

Our location

We offer free travel between our hospitals.



Cheltenham
General Hospital



Gloucestershire
Royal Hospital



Stroud Maternity
Hospital



Our services

Our divisions



Diagnostics and Specialities



Surgery



Medicine



Women's and Children's



Corporate Services

We provide care for

650,000

people in the county



We support
6,000
births a year

We perform
31,025
planned operations on average a year

We have
31
Theatres across 3 sites

We have over
960
beds

We have a
9,000+
workforce

Our culture. Our people.

We take pride in placing people at the centre of everything we do, working together as a united team. Driven by a shared ambition to continually grow, develop, and learn, we recognise and value every contribution. By combining our experience and skills, we not only support our vibrant, diverse communities, but also support one another.

01

Teamwork and Leadership

As a Trust, we are working towards building a culture around teamwork, leadership, inclusion, and creating a safe environment where individuals feel empowered to speak up. Through our Staff Experience Improvement Programme, we are

02

Building a safe speaking up culture

focused on cultivating a workplace where differences are celebrated, and every team member feels valued, supported, and motivated to contribute. We aim to create an environment where everyone has the opportunity to thrive and make a meaningful impact.

03

Anti-discrimination

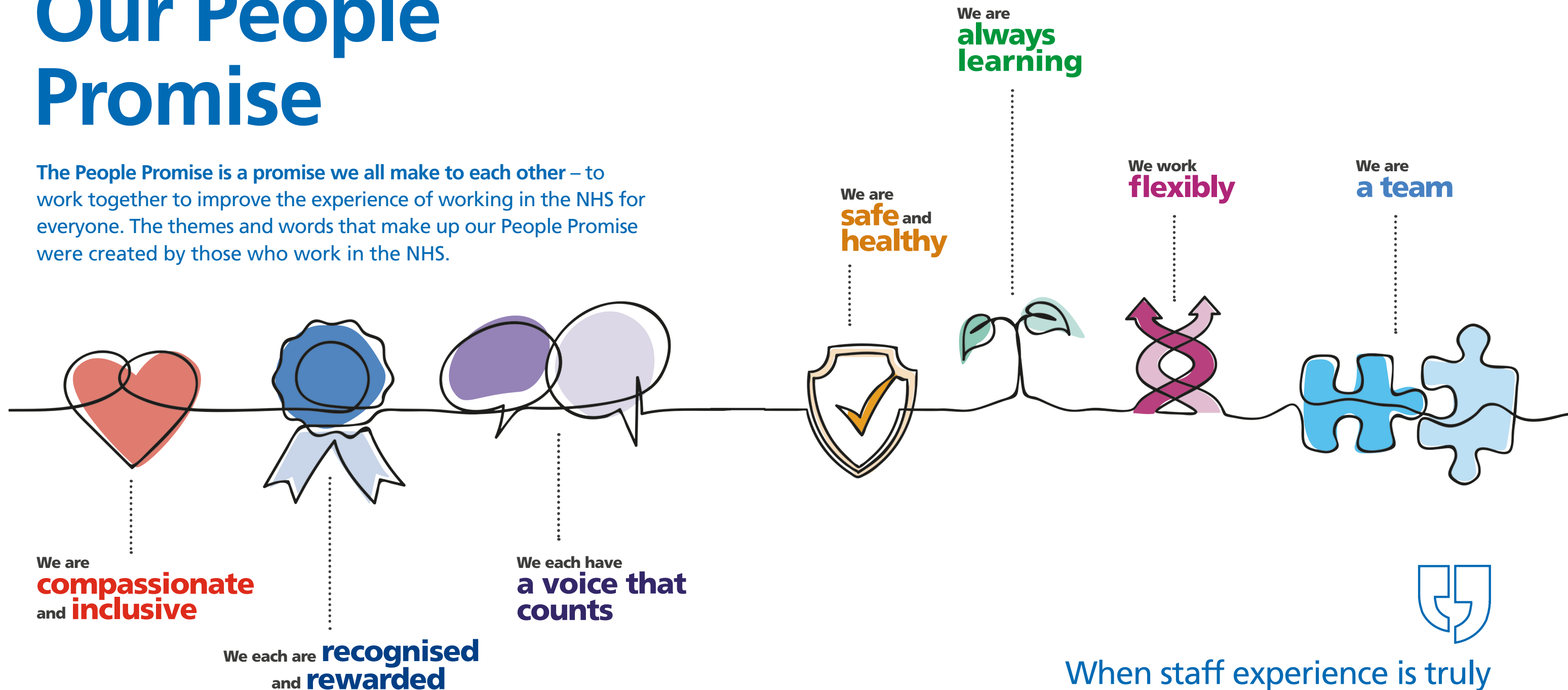


We are deeply committed to investing in the experience of our staff. We recognise that good staff experience is so important, not only for workplace wellbeing but also for the success of our Trust. When staff feel valued, part of a supportive team, they are empowered to flourish and will deliver the highest quality care to our patients.

Claire Radley
Director for People and Organisational Development

Our People Promise

The People Promise is a promise we all make to each other – to work together to improve the experience of working in the NHS for everyone. The themes and words that make up our People Promise were created by those who work in the NHS.



At Gloucestershire Hospitals, we are excited to be a People Promise exemplar site, sponsored by NHS England. The seven key domains of the People Promise provide a golden thread to fulfil our potential for improving the experience of our staff at work and for them to choose to stay and flourish in their roles with us.

When staff experience is truly exceptional, our colleagues are inspired to reach their **full potential**, which naturally leads to the delivery of **outstanding patient care**.

Fran Wilson
People Promise Partner

We are compassionate and inclusive



Where people matter.

Our hospitals are recognised for providing high-quality services and we are leaders in specialities such as oncology, ophthalmology, research and critical care.

Whether you want to develop new skills, improve your job prospects or change jobs completely we have the career for you. Our Trust is built on the dedication and hard work of our staff and we are very proud of our workforce.

With a team of over 9,000 employees, we are proud to be the largest employer in Gloucestershire and rank among the top 10 largest Trusts in the South West region. We offer a large range of opportunities and benefits in a supportive working environment.

We recognise that our employees are

our most valuable asset. We want everyone who works for our hospitals to feel good about the care they provide, the work they do and their place of work.

We're committed to delivering the investment in time and training needed to support each of our employees to become the very best they can be.

We provide a range of high-quality education, training and development for healthcare professionals and non-clinical staff with the specific aim of providing outstanding patient care.

Community Outreach

Our team was honoured to be shortlisted for the NHS Race Equality Award at the Health Service Journal's 2023 awards, recognising their exceptional efforts in addressing health inequalities and advancing equality and inclusion.

Over the past year, our community outreach team engaged with over 17,000 local residents, supporting partner organisations with health and wellbeing checks, offering information in multiple languages, and identifying barriers to accessing care. Their work has been instrumental in guiding people to appropriate services and helping to alleviate the strain on emergency services.



Our work with our communities is essential. It shapes what we do, builds lasting relationships and offers opportunities for jobs, training and shared learning.

*Juwairiyia Motala,
Community Engagement
and Involvement Manager*



Ethnic Minority

Our supportive culture

Our staff are our greatest asset and the care and support they receive are directly reflected in the quality of care for our patients. Our Trust Inclusion Network is designed to provide support and a platform for all colleagues who identify as having a protected characteristic, as well as allies and those who support our commitment to equality, diversity and inclusion.

Our network encompasses sub-networks including the **Ethnic Minority Network, LGBTQ+ Network, and Disability Network** (which includes physical and mental long-term disabilities, health conditions, and neurodiversity). Our networks serve as active voices, advocating for those across the organisation and offers a safe, confidential space for discussion and connection with other valued staff members, as well as access to resources, events, and educational opportunities.

Being recognised was a true honour, my staff award reaffirmed my passion for people and the meaningful relationships I build here.

Rumbai Sutcliffe,
Corporate Education Training
Specialist and Freedom to
Speak Up Guardian

We are
recognised
and rewarded

We each have a voice that counts

Freedom to Speak Up

We are committed to a culture where staff feel able to openly raise their concerns with the clear expectation that they will be listened to, their concerns taken seriously and acted upon.

Our Lead Freedom To Speak Up Guardian works closely with our colleagues to understand and support safe speaking up in the Trust.



Gloucestershire
Royal Hospital

Staff Experience



Making the Trust a better place to work, the annual NHS Staff Survey is one of the largest workforce surveys in the world and it is open for colleagues at Gloucestershire Hospitals to take part.

We want the Trust to be a place where we are all proud to work and that we feel we can provide the best care.

We are safe and healthy

Workplace wellbeing

When you join our Trust, your wellbeing and your experience of the workplace is hugely important to us. We have an extensive offer of free, confidential support available to every member of our staff.

Workplace wellbeing is not just about finding support when things go wrong, or when we are facing challenges. We can all be working to maintain healthy, positive wellbeing in both our personal and our working lives.

At Gloucestershire Hospitals, we have a number of resources and support that are available to help you to prioritise your own wellbeing, and the wellbeing of those you work alongside.



How we feel within our workplace can make all the difference. At the Trust, we are developing a culture where everyone has wellbeing conversations and feels able to reach out to use the available support.

Mike Sheppard
Lead for Colleague Health and Wellbeing



Our wellbeing offer

Staff advice and support

In-house staff advice and support hub

24/7 support and counselling

Wellbeing workshops

Spiritual care team for staff and patients

Knowledge and Library Services

Our network of 170+ Wellbeing Champions

Schwartz Rounds

Peer supporters

Physical wellbeing

Free onsite health checks for staff

Free weekly yoga sessions

Cycle to Work Scheme

Self-refer to Physio

Beautiful designated gardens

Occupational Health Service

Supporting menopause and menstruation in the workplace

Designated breastfeeding room





My team actively looks after our health and wellbeing. Through different wellness initiatives, it's such a supportive work environment.

Bethany,
Pharmacy Technician

We are always learning

Research

We lead research projects across the Trust. Encouraging colleagues to turn promising ideas into real benefits for our patients.

Library and Knowledge Services

We help colleagues with research, courses, current awareness and finding evidence-based information for patient care.

eLearning

All statutory and mandatory training for staff is automatically assigned, along with training that's essential to each role.

Career Development

Access to internal job opportunities and a wide range of career resources and pathways to support their career development.

Coaching and Mentoring

We help staff if they are looking for a way to achieve their goals and consider different perspectives.

Preceptorship Programme

Staff are able to transition from student, or international candidate, to Registered Nurse or Registered Nursing Associate, Midwife or AHP.

Apprenticeships

We can offer employees of any age an opportunity to 'learn while you earn' with an apprenticeship.

GSQIA

Gloucestershire Safety and Quality Improvement Academy (GSQIA) encourages a range of patient experience focussed quality improvement initiatives.

Technology Enhanced Learning

We used simulation and immersive technologies in our Trust to improve staff wellbeing and patient safety.

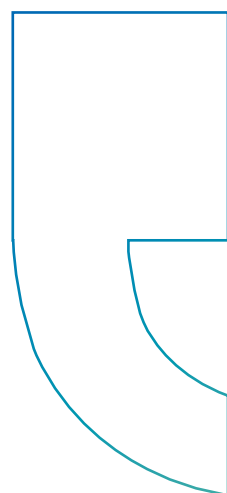


Making positive improvements together

We know that like many Trusts, there are areas where we must improve.

Feedback from our patients and staff highlights what we need to pay attention to in improving the quality, safety and experience of services. This is something we are absolutely committed to.

Our aim is to create a culture of continuous improvement across Gloucestershire Hospitals. We want our staff to feel proud, supported, and inspired to provide better care and outcomes for our patients. Join us on this journey and help us make a lasting, positive impact within our Trust.





We work flexibly

A better work life balance

Flexible working is about empowering you with greater choice in where, when, and how you work, enabling a healthier work-life balance. We understand how much our colleagues value this flexibility to better align their professional and personal lives.

This could involve adjustments to your working patterns, hours, role, or even the location where you work. Such arrangements can provide better predictability in your schedule while offering the variety and balance that many find essential. We're committed to supporting flexible working, and opportunities can be discussed further during your interview.



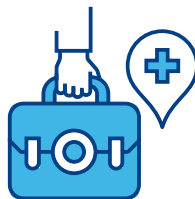
Hours



Working pattern



Role



Location

What we offer



Annual leave

Starting at 27 days per year, increasing to 33 days after 10 years service



Paid leave

Enhanced maternity, paternity, and adoption pay



Pension

Generous NHS pension scheme with excellent pension benefits



Staff discounts

Access to discounts with national retailers and service providers



Your wellbeing

We offer a number of services to support your health and well-being



Nursery services

We have two nurseries that work in partnership with parents and carers



Salary sacrifice

We are part of the cycle scheme and also a car lease scheme



Military and veteran support

We provide the best care and support for military personnel



Discounted food and drink

Enjoy discounted food and drink in our hospital cafes

We are a team

I work with a mix of teams where we support each other, learn together, and keep finding ways to improve our service.

Dr Andrew Cavanagh,
Consultant Geriatrician
and General Medicine

Future focussed

Immersive Learning Technologies

By introducing immersive learning technologies in the Trust, we can grow and enhance the range of educational opportunities available to our learners.



Our 'Introduction to Simulation' pilot was designed to develop our Healthcare Support Workers. We are also exploring how we can develop virtual reality conversational simulations powered by Artificial Intelligence (AI). The spectrum of techniques, technologies, and tools encompassed under this umbrella is diverse. We are continually exploring modern technologies which will enhance experiences and allow us to achieve more.

£100m+ investment at our hospitals

Two new departments, one on each site, have opened following extensive works to transform the way services are provided. The work is the first part of a wider development which will see more than £100m being invested.

At Cheltenham, the Radiology Department has been modernised as well as enhancing the patient waiting area at the Oncology Centre. At Gloucestershire Royal, a newly purposed Medical Same Day Emergency Care (SDEC) unit has been completed, which will enable more patients to be seen and treated on the same day, helping to avoid hospital admissions and the need for treatment at the Emergency Department.





Making hospital life better

Cheltenham and Gloucester Hospitals Charity funds projects over and above the NHS provision, which helps our local hospitals do more to care for you, everyone you love and our passionate NHS staff.

Each year, we support projects such as:

State-of-the-art equipment to provide faster diagnosis, more effective treatment and reduced waiting time for patients.

Ground-breaking research to support innovation, research and sustainable projects for the future of our community.

Transforming the environment to help make hospital life better; from improved staff areas to creating new green spaces.

Specialist mental health and wellbeing support, including a charity funded clinical psychologist role to support staff.

If you would like to find out more about the charity and the impact our supporters make every day, please visit www.gloshospitals.nhs.uk/charity



Our Green Plan

Our **Green Plan** sets out the actions the **Trust and Gloucestershire Managed Services (GMS)** will take to reduce the impact that climate change will have on the people of Gloucestershire and to realise our ambition to be carbon neutral by 2040.

GMS and Trust procurement services are committed to industry best practice, bringing environmental and social economic responsibilities (SER) into all contracting activity. Some of the key environmental and social economic considerations in procurement include:

Requesting that suppliers use less packaging and higher percentages of recycled materials in products and packaging

Requesting that suppliers use fuel efficient vehicles and alternatives

Requesting that suppliers share innovations in carbon offsetting and carbon reduction with the Trust

Zero tolerance for modern slavery within immediate and extended supply chains

Ensuring that suppliers meet the national living wage





Gloucestershire Hospitals
NHS Foundation Trust

Check out
our latest jobs



gloshospitals.nhs.uk/work-for-us



**Start your journey
with us today.**



**Nurturing
ambition.**