

AN INTRODUCTION TO OUR TRUST



Making a
DIFFERENCE
every day

WELCOME FROM

THE CHIEF EXECUTIVE

I am very pleased that you are thinking of joining Stockport NHS Foundation Trust. It's an exciting time to become a member of our team as we move forwards in our vision to work with our health and social care partners to improve health outcomes for the population of Stockport and the surrounding areas.

Without our dedicated teams, we simply wouldn't be able to realise this vision. Our workforce is our greatest asset, and it's really important that we look after you, just as you care for our patients. We offer a wide range of benefits that we hope you will find attractive – these include a generous pension scheme, 5 weeks annual leave increasing to 6 weeks and a host of health and wellbeing services that staff can access. We are also flexible in supporting your career aims, and are dedicated to developing you.

Our organisation employs around 5,500 members of staff, to support a wide range of services. We have a diverse workforce, we're not just doctors and nurses! We employ porters, domestics, administrators, maintenance, managers, healthcare assistants, data analysts, to name just a few.

I hope you find this information pack useful, but if you would like more information please do not hesitate to contact the relevant recruiting manager to discuss this role further – their details will be on the advert. We look forward to hearing from you.

With warm regards,



Karen James OBE, Chief Executive

**Making a
DIFFERENCE
every day**



ABOUT US

We hold a unique position in the Stockport community as the provider of healthcare and we are one of its largest employers. We provide hospital and community services for the people of Stockport, as well serving the populations of East Cheshire and the High Peak in North Derbyshire.

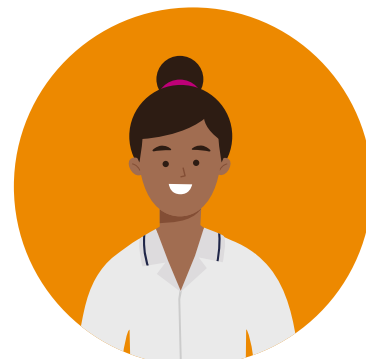
Our main hospital is Stepping Hill, which provides emergency care, surgical and medical services. We offer a range of core hospital services such as orthopaedics, stroke, and urology that have a national reputation for excellence. Our stroke services are consistently rated as one of the best in England.

We are also one of four designated specialist sites for acute and general surgery in Greater Manchester.

Our other sites include the Bluebell Ward in the Meadows centre in Stockport which is a community Discharge to Assess, intermediate nursing care facility, and Swanbourne Gardens, a respite centre which provides overnight breaks for children and young people with severe learning disabilities.

We are proud of our community health services that run across 24 health centres and community clinics in Stockport. Our vision for neighbourhood services is to provide a joined up, high quality, sustainable, modern and accessible health and care system. The new community models of care address the challenges of rising demand, supporting the growing number of people with complex and long-term conditions.

We strongly believe that collaboration is key to providing high quality care for our patients, and we work closely with our health and care colleagues across Greater Manchester, Stockport, Tameside & Glossop and East Cheshire.



ABOUT STOCKPORT

Stockport is a great place to live and work. Check out the reasons why we love where we live:

It's family friendly
with great schools

It's full of fun
With Foodie Friday,
shopping, cinema
and sports



STOCKPORT

It's easy to get to
by plane, train,
bus and bike

It's cultured
with museums, galleries,
theatre, music and history

It's the best of both worlds
Where countryside meets city,
river meets road

This is an exciting time to be living and working in Stockport. A town with a big heart and big ambitions, Stockport really is a destination of choice for many. With extensive regeneration of our town and district centres, proud local business and communities, access to great education and some of the best health outcomes in the North West, we are really going places.

OUR VALUES

Our values are very important to us, and underpin our 'making a difference every day' promise. They reflect our culture and behaviours, how we interact with each other and how we work together.

We care about:

- 1 each other
- 2 our patients and their families
- 3 the communities we serve
- 4 the environment

We support them and deliver on our promises

We respect:

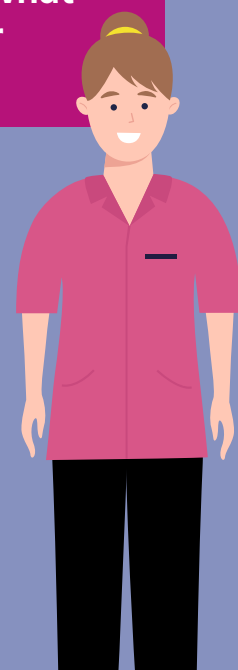
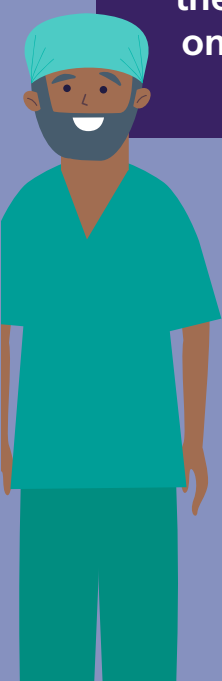
- 1 each other
- 2 our patients and their families
- 3 our partners

We are kind and helpful, and we expect the same in return

We listen to:

- 1 each other
- 2 our patients and their families
- 3 our partners

We act on and learn from what we hear



HEALTH AND WELLBEING

We believe that it's important to look after the health and wellbeing of all our colleagues, so that you can feel fit and well to look after your patients. We offer a wide range of benefits and services, designed to help you stay happy and healthy.



Social wellbeing

We offer a host of social wellbeing so that you can stay connected with your colleagues:

- Regular events
- Virtual check ins
- Virtual team building (Team Time)
- Staff networks
- Virtual coffee breaks
- Staff Facebook group.

Physical wellbeing

We offer advice and practical help with your physical health:

- Lifestyle advice – eating, drinking, smoking and exercise
- Free online exercise classes
- Free health and wellbeing assessments
- Access to physiotherapy
- Display screen equipment assessment
- Subsidised exercise classes.

Mental wellbeing

We know that working in the NHS can be hard, so we offer mental health support for you when you need it most:

- Staff psychology and wellbeing service (SPAWS)
- Staff counselling service
- Mental health first aiders
- Psychological support from the Greater Manchester Resilience Hub
- Free access to wellbeing apps.

Emotional wellbeing

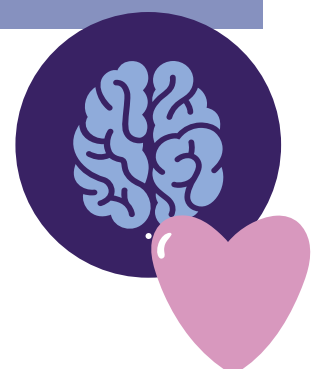
We know how important it is for you to feel safe at work, so our wide range of emotional wellbeing support includes:

- Staff sanctuaries and safe spaces
- Virtual team huddles / check ins
- Free mental health training
- Mindfulness
- Schwartz Rounds
- Bullying and harassment advice
- Hate crime guidance
- Freedom to Speak Up Guardian.

Menopause Wellbeing

Looking after our staff at Stockport and supporting them is a critical priority. A large proportion of our workforce is female, and we aim to provide support and guidance for all staff who are experiencing menopausal symptoms:

- Working with 'Henpicked' to become an Accredited Friendly Menopause Organisation
- Menopause in the workplace guidance for managers and colleagues
- Dedicated menopause resource centre on our intranet.



Career wellbeing

Our career development framework offers opportunities to progress in your career, whatever you choose to do:

- Coaching
- Training and development
- Annual appraisals linked to our values
- Support for managers
- Staff awards – our annual awards, quarterly 'Making a Difference' awards and long service recognition acknowledge the great work of our colleagues.

Rotational packages

Rotational packages – working in different areas and departments, finding out which suits you best.

Financial wellbeing

We recognise the importance of looking after your money, and offer the following support:

- Salary 'maxing' schemes*
- Staff discounts
- Cycle to work scheme
- Salary finance – loans, savings, budget planning and tips on managing debt
- NHS Money Advice Service
- Stockport Credit Union – local financial advice.

Flexible working to suit you

We offer family friendly contracts – working to fit around your own needs. We can also consider agile working where appropriate, including some days working from home.

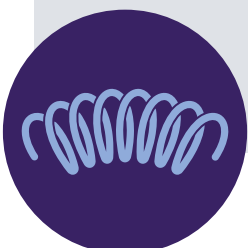
We also offer the opportunity to buy additional annual leave, so that you can enjoy the time off that you need.

*'Salary maxing' schemes

We have a number of salary sacrifice schemes available to help make your salary go further by typically reducing tax, National Insurance and, where appropriate, pension contributions.

Current Schemes:

- Car Leasing Salary Sacrifice, with NHS Fleet Solutions, which offers a brand new, insured and serviced vehicle for worry free motoring
- Cycle to Work Salary Sacrifice Scheme
- Additional Annual Leave Salary Sacrifice Scheme
- Fleet Home Electronics Salary Sacrifice Scheme which allows you to save money on the latest home technology and spread the cost.



SUPPORTING YOUR CAREER

Here at Stockport, we believe that learning is lifelong, and we support everyone to be the very best they can be now and for the future.

You may be at the beginning of your NHS career or you may have lots of experience to share. Wherever you are in your career, we are here to help you explore and achieve your potential.

Our Learning and Development Team are based in our dedicated multi-disciplinary training centre, Pinewood House, outreaching to all areas in the hospital and community. We offer a range of training and development opportunities including statutory and mandatory training, leadership and management, apprenticeships, clinical skills, simulation training, functional skills and access to funding to support you with your development.

Our learning and development services include:

- Access to our library services, training rooms, skills labs and computer facilities.
- Clinical practice-based educators for clinical skills training,
- Access to our online e-learning programmes and modules with the ability to book your own training and development using our employee self-service platforms.
- For our newly registered colleagues and healthcare assistants, a digital portfolio which will support you in your learning journey, making it easier to record your learning, achievements and the ability to access modules and materials.
- Support with digital skills.
- Targeted training for new managers or if you are just new to the NHS.
- Access to the Stockport Leadership Programme with modules and programmes for every level to support you in your career and deliver innovative, compassionate and collective leadership throughout our Trust.
- Flexibility to learn through a blended approach with digital, classroom, and work-based opportunities.
- Opportunities to undertake an apprenticeship to obtain nationally recognised qualifications in a range of topics from health and social care, IT, training nursing associates, coaching, management and administration, and many more.



NEXT STEPS

From the exceptional opportunities we offer, to the remarkable care we provide for our patients, we think there's something special about working here.

If you feel like you would like to be part of our friendly team, please complete an application and start your journey to become a part of Team Stockport.

If you need any help or would like to discuss anything further before starting your application, please contact the relevant recruiting manager – you'll find all contact details on the advert.



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www.stockport.nhs.uk