

# Swindon – A great place to live and work

Develop your medical career with us



Together we are  
**Great**

# Welcome

Thank you for your interest in joining us.

Our 5,500 staff come from all walks of life and between them have experience in all aspects of healthcare, so working together they deliver the very best patient care possible.

Whatever role you are interested in, working at our Trust provides real opportunities to make an impact; shaping and changing people's lives.

Everyone who works here, whether they're clinical or non-clinical, has a role to play in the journey that our patients take and in supporting our local community – and you can also help make a difference.

Whilst you look after our patients, we do our best to look after you, and we're working hard to create a place where everyone can bring the best of themselves to work, be proud of what they achieve, feel supported, feel able to speak up when things go wrong, and be given the freedom and support to come up with their own ideas to help us improve.

If you want to make a genuine difference, please get in touch. If you decide to join us you'll be making a great choice. I look forward to meeting you.



**Jon Westbrook**  
**Acting Chief Executive Officer**



# Why choose Swindon?

**Great Western Hospitals NHS Foundation Trust is a unique organisation, serving as the sole integrated provider in the Bath and North East Somerset, Swindon, and Wiltshire system. Our scope extends beyond boundaries as we oversee adult community services in Swindon and provide acute care from the Great Western Hospital.**

We are currently embedding a continuous improvement methodology we call Improving Together into our organisation. This approach empowers our staff by equipping them with the necessary training and support to transform their ideas into reality.

To guide our endeavours, we have devised a Trust Strategy founded on four pivotal pillars — outstanding patient care, people feeling valued, integrated care and getting value for money. This framework demonstrates our commitment to enhancing patient care and ensuring the sustainability of our services.

Our STAR values – Service, Teamwork, Ambition and Respect – are a golden thread running through everything we do. These values serve as a guiding principle, driving us toward our vision of delivering great joined-up services to our local community. Whether at home, in the community, or within the hospital, our goal is to empower individuals to lead independent and healthier lives.

We are cultivating a culture that fosters our ambitions, prioritising inclusion, wellbeing, and leadership. We aim to create an environment where every member of our team can truly thrive.

Our 5,500+ devoted staff work hard to provide exceptional patient care everyday.

Below are just a few of the impressive statistics and achievements we accomplish every year:

**1.2m**  
patient contacts



**13,000**  
operations carried  
out in our  
Theatres



**4,000**  
babies  
welcomed into  
the world



**120,000**  
attendees to our  
emergency  
services





# A great place to live and work

Swindon has a lot to offer both as a place to live and work.

Set in the heart of the Wiltshire countryside, Swindon has excellent transport links to London and neighbouring cities such as Bristol and Reading.

The famous Cotswolds is right on Swindon's doorstep, as are a number of award-winning towns and villages such as Marlborough, Cirencester, and Castle Eaton which are easily commutable to the Trust.

The town itself offers a variety of attractions, from Victorian gardens and parks, to shops and history, including the award-winning Steam Museum - the museum of the Great Western Railway.

Old Town is in the heart of Swindon, and it's bustling with life. From restaurants and bars, to live music, shops and activities - there's plenty to see.

No matter what your preference, Swindon and Wiltshire has something for everyone.

## Outstanding local schools

Swindon is fortunate to host several outstanding schools within its local area, such as:

- East Wichel Primary School & Nursery
- Marlborough College
- St John's Marlborough
- Royal Wootton Bassett Academy





# New developments



## Way Forward Programme

It is a particularly exciting time to be joining us as we expand our Emergency Department, and relocate a number of other services, including assessment units. This is so we can create an improved and more joined-up urgent and emergency care service.

Our ambitious development plans also include a new Children's Emergency Unit, which will combine the current Children's Emergency Department and Paediatric Assessment Unit.

The new urgent and emergency care expansion will bring together a new large modern Emergency Department, assessment units, and our new Children's Emergency Unit, all in one big space.

Work is also underway to unlock funding for developments on the expansion land, which could include a sterile services unit, staff and student accommodation, a rehabilitation facility and a private patients unit which will reinvest money back into the NHS.

## Sustainability

As development work continues across the Trust, so does our work to improve our carbon footprint and become a more environmentally friendly organisation.

There are a number of green initiatives currently underway to support the Trust's ambition to be carbon net zero by 2040.

# Making improvements

## Improving Together

We are becoming an organisation of changemakers, with more people empowered to share problems, explore ideas, and develop real solutions.

More than half our staff say they feel able to make improvements at work since the introduction of Improving Together, our Trust-wide approach to improvement.

This way of working has been used by teams across our organisation since 2021 to solve problems, explore ideas and make improvements to the working lives of staff and the experience of patients.

Improving Together is transforming how we bring people together, how we communicate and puts improvement at the heart of everything we do.



## Leadership Behaviours

We believe that everyone is a leader and our everyday behaviours help to create the culture in which we work and how we deliver excellent care to our patients.

Our Leadership Behaviour framework consists of 12 behaviours that set the standards we aspire to in our everyday work.

The behaviours cover things like putting the patient first, collaboration, compassion, civility, self-discipline, equality, diversity, inclusion, and much more.

By adopting these key behaviours, we will make the Trust a great place to work and an even better place to receive great care.

# Our Strategy

The Trust strategy has been developed with help from our staff, governors, commissioners, and the public. Our strategy focuses on a number of key aspects that we want to achieve.

Our vision is that we will deliver great joined up services for local people at home, in the community and in hospital, helping them to lead independent and healthier lives.



Outstanding patient care and a focus on quality improvement in all that we do.



Staff and volunteers feeling valued and involved in helping improve quality of care for patients.



Improving the quality of patient care by joining up acute and community services in Swindon and through partnerships with other providers.



Using our funding wisely to give us a stronger foundation to support sustainable improvements in quality of patient care.

## Our values

Our STAR values – Service, Teamwork, Ambition and Respect – are a golden thread running through everything we do.

These values serve as a guiding principle, driving us toward our vision of delivering great joined-up services to our local community. Whether at home, in the community, or within the hospital, our goal is to empower individuals to lead independent and healthier lives.





# Childcare

The Trust has a convenient childcare day nursery on-site at the Great Western Hospital.

The purpose built, modern nursery is all on one level with large, bright and airy rooms, and the friendly, supportive nursery practitioners make Swindon feel like one big family.

Staff can exchange a reduction in salary for a place at the nursery, which will enable you to save tax, national insurance and pension contributions on the costs of childcare.

This means tax, national insurance and pension deductions will be based on your newly agreed reduced salary.

For further information or to arrange a visit, please get in touch at:

[info@littlepioneers.coop](mailto:info@littlepioneers.coop) / 08009540669

"Having the nursery conveniently located on-site is a real game-changer. Being able to bring Jack to work with me and knowing that he's just a stone's throw away at the nursery is really great."





# What our consultants say about working with us

"I've really enjoyed getting to know the entire perinatal team here at the Great Western. I'm really proud to be a member of a team that works so well together and delivers such a high standard of care for families."

**Hannah, Neonatal Services**

"It a great place to live and work within a cohesive team of colleagues. I am so glad I made the choice to take up a consultant position here."

**John, Trauma & Orthopaedics**

"Being able to implement changes that improve the quality of the patient experience is incredibly fulfilling. I am constantly learning in my role and I am grateful for the opportunities to make a positive impact for the department."

**Liz, Emergency Department**

"During my 23 years at the Trust, I have had several different lead roles and have always been supported by those around me. Wiltshire is a beautiful county to be based in. I love being active outside and there is lots to do. It is a truly great place to live and work!"

**Lucy, Paediatrics**





# Benefits



## Relocation Package

For the successful candidate, our attractive relocation package offers up to £8,000 to assist with the financial strain of relocating (Terms & Conditions apply).

## Too Tired to Drive Facilities

Should you be too tired when you finish your shift, we offer temporary accommodation to protect your safety and wellbeing.

## Locum's Nest

The app, Locum's Nest, allows medical workers to book additional shifts hassle-free.

## Salary Sacrifice Lease Car Scheme

All Trust employees are able to lease a brand-new car via salary sacrifice. The benefits include no credit check, no deposit, fully comprehensive insurance, a choice of a two or three year lease, and many more.



# Our application process

Our application process is designed to delve deeper into your unique qualities, strengths, experiences, and attitude, allowing us to make well-informed decisions that align with both your aspirations and our Trust goals.

The application process typically comprises four main stages:

## Stage 1: Initial application

- The vacancy will be advertised on NHS Jobs and **Healthjobsuk**
- If you have any questions about the role, please contact our recruitment team or the hiring manager whose details will be included on the advert.

## Stage 2: Application

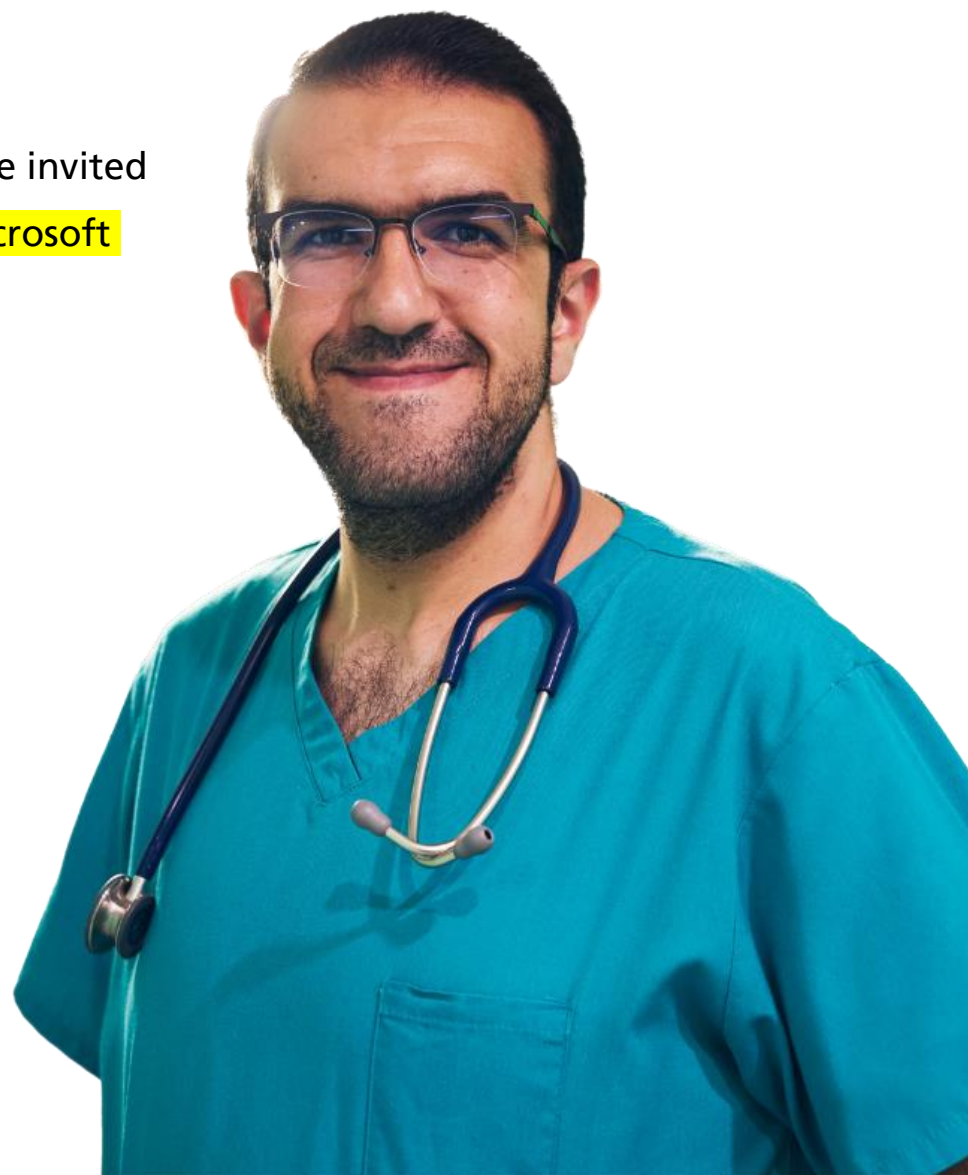
- Submit your application to your chosen vacancy.

## Stage 3: Interview and selection

- Following your success at shortlisting, you will be invited to attend an interview, held in-person or **via Microsoft Teams**.

## Stage 4: Conditional offer and pre-employment checks

- Once you have accepted an offer, the employer checks will be started by the recruitment team
- This process will usually take between two to four weeks.



# Celebrating our staff

We pride ourselves on recognising the achievements of our staff and volunteers when they go over and above providing the best possible care to patients. Throughout the year, we recognise staff through a number of schemes, a few of which are listed below.

## Staff Excellence Awards

We hold an annual ceremony to recognise the hard work and dedication shown by our staff across the Trust.

## STAR of the Month

The STAR of the Month award is a special award linked to our Trust values - Service, Teamwork, Ambition, and Respect (STAR). Staff nominate their colleagues who demonstrate the values in their everyday work, and a winner is chosen every month.

## Hidden Heroes

Hidden Heroes is a dedicated platform to recognise our heroic staff and volunteers who put the 'great' in Great Western Hospitals NHS Foundation Trust.



## Family Fun Day

Every year we hold a family fun day that we call the 'Great West Fest'. This is an opportunity to say a huge thank you to every single member of Trust staff for all of the hard work they have shown that year and to their friends and families for their continued support.

## Recognition for Long Service

As a token of our appreciation, we recognise all of our employees who have completed over 25 years' service with a commemorative certificate. We also recognise our staff in retirement with a certificate and a gift.





# Our staff networks

As an organisation, we are committed to challenging discrimination and championing opportunity, making sure that we listen to staff and patients at every stage.

We have a number of staff networks which provide staff safe, supportive and professional spaces to connect, share experiences and influence policy, as we work towards a fairer, more inclusive and diverse NHS. The networks are open to all staff, regardless of characteristics or lived experience.

## Race Equality Network

Fosters a safe and confidential environment for sharing experiences, with a dedicated focus on addressing challenges impacting staff from ethnic minority backgrounds.

## LGBTQ+ (Lesbian Gay Bisexual Transgender Queer +) Network

Aims to raise awareness about the challenges faced by LGBTQ+ staff members and actively shape Trust policies to support and empower them.

## Differently Abled Network

Provides a space for staff to connect and raise awareness of disability issues and gives them the opportunity to show their support for inclusivity in the workplace.

## Women's Network

Empowers staff by providing a collective voice and opportunities to drive meaningful change for women working across the Trust.

## Armed Forces Network

Focuses on issues affecting staff and patients with links to the armed forces, including veterans and close family.

## Carers Network

Provides support and information for staff caring for a family member, relative or friend whilst balancing working life.



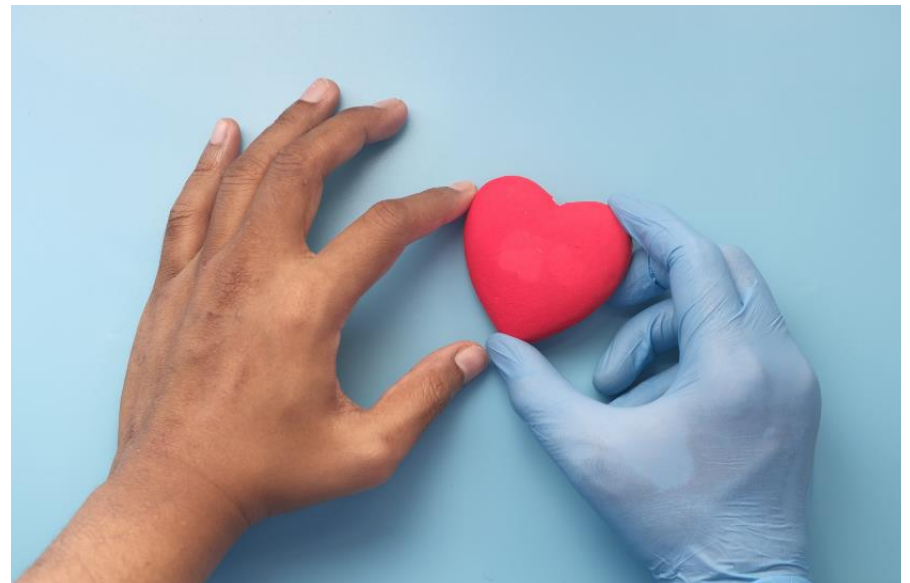
# Health and wellbeing

## Psychological support

Every member of staff at the Trust has access to the Employee Assistance Programme (EAP), designed to provide free and confidential advice, information, support, and counselling to all the Trust family. The EAP offers a holistic service to individuals in a friendly, discreet, and confidential setting.

The Trust funds up to six free appointments within a 12-month period for each member of staff and includes the following psychological interventions:

- Counselling
- Stress management & relaxation
- Mindfulness
- Assertiveness
- Time management
- Personal/professional support
- Critical incident debriefing/defusing
- Solution-focussed therapy
- Cognitive behavioural therapy (CBT)
- Signposting
- General advice.



## Mental health support

We have a dedicated team of mental health practitioners who are able to provide individualised interventions to promote positive mental health, return to work pathways and recovery planning, relapse prevention, and signposting to local and national services.

We are also proud to offer our staff the opportunity to attend Schwartz Rounds and attend a suicide prevention awareness course.

Our support services won the National Wellbeing in the Workplace National Times Award.



# Join our great team today



## How to apply

You can view our current consultant vacancies on our website:

<https://www.gwh.nhs.uk/recruitment/vacancies/>

If you would like to have an informal chat about a position, please get in touch with our recruitment team at [gwh.recruitment@nhs.net](mailto:gwh.recruitment@nhs.net) or call 01793 607960.

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